UNITED NATIONS EDUCATIONAL SCIENTIFIC AND CULTURAL ORGANIZATION
INTERNATIONAL BUREAU OF EDUCATION—PUBLICATION No. 157

XVIIth INTERNATIONAL CONFERENCE ON PUBLIC EDUCATION

GENEVA 1954

SECONDARY TEACHERS' SALARIES

AUSTRALIA, AUSTRIA, BELGIUM, BRAZIL, CAMBODIA, CANADA, CEYLON, CHILE, COLOMBIA, CUBA, DENMARK, DOMINICAN REPUBLIC, ECUADOR, EGYPT, FINLAND, FRANCE, GERMAN FEDERAL REPUBLIC, GREECE, GUATEMALA, HAITI, HONDURAS, ICELAND, INDIA, INDONESIA, IRAQ, IRELAND, ISRAEL, ITALY, JAPAN, JORDAN, LAOS, LEBANON, LUXEMBURG, MEXICO, MONACO, NETHERLANDS, NEW ZEALAND, NORWAY, PAKISTAN, PANAMA, PERSIA, PORTUGAL, SALVADOR, SPAIN, SWEDEN, SWITZERLAND, SYRIA, THAILAND, TURKEY, UNION OF BURMA, UNION OF SOUTH AFRICA, UNITED KINGDOM, UNITED STATES, URUGUAY, VENEZUELA, VIETNAM, YUGOSLAVIA

373.112
J4

UNESCO
AVENUE KLÉBER 19
PARIS

INTERNATIONAL
BUREAU OF EDUCATION
GENEVA

UNITED NATIONS EDUCATIONAL SCIENTIFIC AND CULTURAL ORGANIZATION
INTERNATIONAL BUREAU OF EDUCATION—PUBLICATION No. 157

XVIIth INTERNATIONAL CONFERENCE ON PUBLIC EDUCATION

GENEVA 1954

SECONDARY TEACHERS' SALARIES

AUSTRALIA, AUSTRIA, BELGIUM, BRAZIL, CAMBODIA, CANADA, CEYLON, CHILE, COLOMBIA, CUBA, DENMARK, DOMINICAN REPUBLIC, ECUADOR, EGYPT, FINLAND, FRANCE, GERMAN FEDERAL REPUBLIC, GREECE, GUATEMALA, HAITI, HONDURAS, ICELAND, INDIA, INDONESIA, IRAQ, IRELAND, ISRAEL, ITALY, JAPAN, JORDAN, LAOS, LEBANON, LUXEMBURG, MEXICO, MONACO, NETHERLANDS, NEW ZEALAND, NORWAY, PAKISTAN, PANAMA, PERSIA, PORTUGAL, SALVADOR, SPAIN, SWEDEN, SWITZERLAND, SYRIA, THAILAND, TURKEY, UNION OF BURMA, UNION OF SOUTH AFRICA, UNITED KINGDOM, UNITED STATES, URUGUAY, VENEZUELA, VIETNAM, YUGOSLAVIA

UNESCO
AVENUE KLÉBER 19
PARIS

INTERNATIONAL
BUREAU OF EDUCATION
GENEVA

CONTENTS

	Page
INTRODUCTION	7
QUESTIONNAIRE ADDRESSED TO THE MINISTRIES OF EDUCATION	9
GENERAL SURVEY :	
I. ADMINISTRATIVE STATUS	13
Employing Authorities	
Tenure of Office	
Table I. — Administrative Status and Tenure of Office	
II. REGULATIONS ON AMOUNT OF WORK	17
Working Hours	
Table II. — Hours per Week	
Holidays and Leave	
Table III. — Paid and Unpaid Annual Holidays and Leave	
Additional Salaried Activities	
Table IV. — Additional Salaried Activities	
III. SALARIES	29
Salary Paying Authorities	
Main Characteristics of Salary Scales	
Increment Award Criteria	
Promotion	
Time Required to Reach Maximum Salary	
Table V. — Main Characteristics of Salary Scales	
Supplementary Hours	
Table VI. — Treatment of Supplementary Hours	
Head Teachers	
Previous Experience	
Table VII. — Treatment of Previous Experience	
IV. ALLOWANCES AND PRIVILEGES	41
Cost-of-Living Allowance	
Residential Allowance	
Family Allowance	
Lodging Allowance	
Travelling Allowance and Privileges	
Other Allowances and Privileges	
Table VIII. — Main Allowances and Privileges	
V. WELFARE SCHEMES	48
Retirement	
Disability	
Table IX. — Retirement Schemes	
Assistance to Survivors	
Table X. — Assistance to Survivors	
Sick Leave and Assistance	
Table XI. — Sick Leave and Assistance	

	Page
VI. Foreign Secondary Teachers	59
Table XII. — Foreign Secondary Teachers' Eligibility for Appointment	
VII. Private Secondary School Teachers	63
Table XIII. — Regulations on Private Secondary School Teachers' Conditions of Service	

Studies by Countries:

	Page		Page
Australia	67	Jordan	174
Austria	72	Laos	176
Belgium	76	Lebanon	179
Brazil	81	Luxemburg	182
Cambodia	85	Mexico	185
Canada	87	Monaco	190
Ceylon	92	Netherlands	192
Chile	95	New Zealand	195
Colombia	97	Norway	200
Cuba	101	Pakistan	204
Denmark	103	Panama	208
Dominican Republic	107	Persia	212
Ecuador	109	Portugal	215
Egypt	113	Salvador	218
Finland	116	Spain	220
France	120	Sweden	224
German Federal Republic	126	Switzerland	229
Greece	131	Syria	244
Guatemala	134	Thailand	247
Haiti	138	Turkey	251
Honduras	141	Union of Burma	254
Iceland	144	Union of South Africa	257
India	148	United Kingdom	265
Indonesia	152	United States	272
Iraq	154	Uruguay	275
Ireland	156	Venezuela	280
Israel	160	Vietnam	283
Italy	162	Yugoslavia	287
Japan	168		

Exchange Rates 291

INTRODUCTION

The salaries of secondary teachers need more and more urgently to be improved. It was for this reason that the Unesco-I.B.E. Joint Committee placed the question on the agenda of the XVIIth International Conference on Public Education.

Ample evidence that the question of teachers' salaries is a live issue, is to hand in the form of the widespread interest aroused by the comparative study of primary teachers' salaries published for the XVIth International Conference on Public Education, the distribution in eight languages of the recommendations passed by that Conference and the welcome given to them by education authorities and teachers alike, and the attention given to the study and the recommendations in both the general and the educational press.

Detailed replies to the questionnaire on secondary teachers' salaries were sent by the Ministries of Education of fifty-seven countries, and are reproduced in this volume, which is thus an up-to-date version of the volume published in 1939 for the VIIIth International Conference on Public Education.

Preceding the detailed information concerning each of the fifty-seven countries collaborating in the inquiry, will be found a general survey in which the attempt has been made to give a broad picture covering all the countries concerned, of secondary teachers' administrative status, the amount of their work (hours, vacations, additional work), their salary scales, allowances and privileges, and the welfare schemes provided for them, and also of foreign teachers' eligibility for appointment and the conditions of service of private secondary school teachers.

Grateful acknowledgement is herewith made to the Ministries of Education of the fifty-seven countries for their replies and to the members of the International Bureau of Education staff who have assisted with this publication.

François MARCHAND
Research Division
International Bureau of Education

QUESTIONNAIRE ADDRESSED TO THE MINISTRIES OF EDUCATION

I. *Salaries*

1. (a) Are teachers in public secondary schools considered as officials of the State, the provinces, or the municipalities?

   (b) How is tenure of office guaranteed (statutes, contract, duration, etc.)?

   (c) By what authority are secondary school teachers paid (by the State, the department or commune, or by combined authorities, etc.)?

2. Is there a uniform scale of salaries for public secondary school teachers throughout the country?

   If so, kindly indicate the *annual* scale of salaries:

   (a) of men and women teachers;

   (b) of headmasters and headmistresses;

   (c) of student teachers or probationers in secondary schools, where applicable.

   If not, please give a typical annual scale of salaries (or the most widely used).

3. Or, on the other hand, are secondary school teachers paid according to the number of hours per week? In this case, kindly describe the exact system of remuneration and quote the salary-timetable.

4. Is the salary scale, or payment by the hour, established according to the classes taught or according to the university qualifications of the teachers?

5. How are teachers paid for any supplementary hours above the regulation service maxima (calculation of the supplementary hour rate)?

6. (a) Kindly describe the system of advancement or promotion (according to years of service, by competitive examination, or by selection, etc.).

   (b) For approximately how many years must a man or woman teach before reaching the maximum salary?

   (c) How many men and women teachers figure in each category of the salary scale and what percentage of the total number of public secondary school teachers does this number represent in each of these categories?

7. When a teacher with previous experience in other services becomes a secondary school teacher, is any account taken of such experience in determining his salary as a secondary school teacher?

II. *Allowances and Various Privileges*

8. (a) To what supplementary payments have men and women teachers in public secondary schools the right (allowances for board, lodging expenses, high cost of living, family charges, etc.)?
   (b) Does the law make provision for some of these allowances or indemnities to be paid in kind (free lodging, heating, etc.)?

9. (a) Kindly describe the privileges granted to men and women teachers in public secondary schools (removal expenses, facilities for their children's studies, travelling facilities, etc.).
   (b) Are these privileges granted to all officials or are they reserved for members of the teaching profession?

III. *Additional Salaried Activities*

10. Have public secondary school teachers the right to carry on their functions in conjunction with:
    (a) other functions in official schools (teaching in other schools, evening classes, university courses, etc.);
    (b) other official functions of an administrative character or otherwise (member of parliament, etc.); if so, under what conditions;
    (c) private remunerative activities (private lessons, publication of school textbooks, boarding pupils, commercial activities, etc.); if so, under what conditions?

11. Is payment made for participation in examination boards?

IV. *Regulations concerning Hours of Work*

12. How many hours of attendance per week does the law require of secondary school teachers?

13. (a) What is the annual number of days' leave, excluding the regular weekly holidays?
    (b) Are all these holidays fully paid?

V. *Retirement — Illness — Disability — Pensions*

14. Does the law envisage a system of saving or insurance, compulsory or otherwise, for secondary school teachers? Is this system administered by the State, by private organizations (insurance companies), or by professional organizations (teachers' associations), etc.?

15. (a) What conditions must be fulfilled, from the point of view of age and length of service, so that a teacher in a public secondary school may have the right to a retirement pension?
    (b) What is the retirement pension scale?
    (c) What payments must the insured teacher make and what is the contribution of the authorities?

16. (a) What conditions must be fulfilled so that the widow or orphans of a public secondary school teacher may have the right to a pension?
    (b) What is the amount and duration of such a pension?
    (c) What payments must the insured teacher pay and what is the contribution of the authorities?

17. (a) What conditions must be fulfilled so that a public secondary school teacher may have the right to sick pay, compensation for accident, or disability pay?
    (b) What is the amount and duration of such indemnity?
    (c) What payments must the insured teacher make and what is the contribution of the authorities?

VI. *Foreign Teachers*

18. (a) Are nationals from other countries admitted as teachers in either public or private secondary schools? If so, are the conditions of work, salary and insurance the same as those for the nationals of the country and for those belonging to the canton or province?
    (b) In federated countries, are persons from other cantons, provinces, etc., allowed to teach in the public or private secondary schools of the various cantons, provinces, etc., under the same conditions as the natives of those cantons or provinces?

VII. *Controlled Private Schools*

19. On all these points, what differences are made concerning teachers in private schools subsidized or controlled by the State?

VIII. *Miscellaneous*

20. Kindly add any other details which will help to give a true idea of the salaries of secondary school teachers. (Compare, where possible, the teaching services with other equivalent services.)

21. Kindly indicate for each answer the differences, where such exist, between the regulations applying to men teachers and those applying to women teachers.

GENERAL SURVEY

I. ADMINISTRATIVE STATUS

Employing Authorities

In almost all the fifty-seven countries replying to this inquiry on secondary teachers' salaries, secondary teachers [1] rank *de jure* or *de facto* as officials of (a) the central government, (b) the regional authorities (a state, department, province, canton—this is notably the position in countries with a federal constitution) or (c) the local authorities. A mixed system exists in some countries.

(a) The system whereby secondary teachers rank as central government officials appears to be in force in over half the fifty-seven countries replying to the inquiry, and may therefore be regarded as the most common one. It is the system in force, for example, in Austria, Belgium (public servants with different statutes to central government officials), Cambodia, Ceylon, Chile, Cuba, the Dominican Republic, Egypt, Finland, France, Greece, Guatemala, Haiti, Honduras, Iceland, Indonesia, Iraq (the provincial authorities under which secondary teachers come here get their authority from the central government), Italy, Jordan, Laos, Lebanon, Luxemburg, Monaco, Norway, Panama, Persia, Portugal, Salvador, Spain, Syria, Thailand, Turkey, the Union of Burma, Uruguay, Venezuela, and Vietnam.

(b) The system whereby secondary teachers come under regional state, provincial or cantonal authorities is the one in force in, for example, Australia, certain cantons in Switzerland, the Union of South Africa, and Yugoslavia.

(c) The system whereby secondary teachers come under local district or municipal authorities is the one in force in such countries as Canada, New Zealand, and the United Kingdom. In some cases these local authorities themselves come directly or indirectly under regional or central authorities by whom they are financed and controlled.

A mixture of the above three systems comes about when for example, in a given country, some secondary teachers come under the central government, while others come under the regional or local authorities. It is a system which may be found in either centralized or federated countries, and appears to be the one in force in, for example, Brazil, Colombia, Denmark, Ecuador, the German Federal Republic, India, Israel (secondary teachers may here be employed by a municipality, a public body, or a teachers' cooperative), Japan, Mexico, the Netherlands, Pakistan, Sweden, some cantons in Switzerland, and the United States. Among the fifty-seven countries replying to the inquiry, the total of countries with a mixed system is the second highest.

[1] Throughout the general study, unless otherwise stated, this term will apply to men and women alike, and the same will hold of the terms " head ", " director ", etc.

Mention should be made of the rather special position in this connection in Ireland, where secondary schools are all privately controlled institutions employing "registered" teachers (in accordance with the regulations of the Department of Education they must employ a certain minimum of teachers of this category) and "non-registered" teachers.

Tenure of Office

In the fifty-seven countries that have collaborated in this inquiry, public service organization shows a considerable variety. It is therefore difficult to avoid being somewhat arbitrary in attempting to classify them according to the type of engagement or contract they offer secondary teachers and of tenure of office. Subject to this reserve, then, these fifty-seven countries may by grouped roughly as follows :

(a) Countries where secondary teachers are statutorily guaranteed tenure of office, once they have been appointed to or included in the public service cadres ; (b) countries where the duration of the engagement is specified in a contract, together with the respective rights and obligations of the contracting parties ; (c) countries where a mixed system exists, and where in consequence those secondary teachers forming part of the public service cadres generally enjoy a more assured tenure of office than their colleagues engaged on contract.

(a) In many of the countries where secondary teachers are statutorily guaranteed tenure of office, once they have been appointed to or included in the public service cadres, the guarantees in question are the same as those offered to all persons in the public service cadres, and in other countries there are special guarantees applying only to teachers. Appointment to or inclusion in the public service cadres in some cases follows a probationary period varying in length from country to country, in other cases it follows an admission examination, and it offers permanent employment until retirement, or long-term employment provided regulations are observed and efficiency maintained. Slight variations on these general principles are found, of course, corresponding to the particular public service conditions and teaching problems of a given country. One such variation, for example, is that appointment to or inclusion in the public service cadres takes place periodically. The general principles hold in almost all the countries replying to the inquiry : Belgium, Brazil, Cambodia, Ceylon, Chile, Cuba, Denmark, Dominican Republic, Ecuador, Egypt, Finland, France, Greece, Guatemala, Haiti, Honduras, Iceland, India, Indonesia, Iraq, Israel, Italy, Jordan, Laos, Lebanon, Luxemburg, Mexico, Monaco, Netherlands, New Zealand, Norway, Pakistan, Panama, Portugal, Salvador, Spain, Syria, Thailand, Turkey, Union of Burma, Uruguay, Venezuela, Vietnam, Yugoslavia.

(b) In countries where the duration of secondary teachers' engagement is specified in a contract, together with the respective rights and obligations of the contracting parties, such contract must itself conform in many cases to certain laws or regulations. As a rule the contracting parties may give notice to annul the contract, the time in advance they are required to do so varying from one country to another (see Table I).

The number of countries in which this type of tenure holds is small, and such countries are nearly all decentralized ones.

(c) In countries where a mixture of the two tenure systems described above exists, the secondary teachers appointed to or included in the public service cadres enjoy relative security of tenure, while those engaged on contract are subject to dismissal and are generally temporary teachers, smaller in number than their colleagues, or supply teachers replacing teachers who are ill or on leave. The teachers engaged on contract, moreover, have in many cases qualifications of a lower standard than those of their colleagues appointed to or included in the public service cadres, and are generally not entitled to a retirement pension. A mixed tenure system of the kind described exists in, for example, Australia, Austria, Colombia, the German Federal Republic, Japan, Persia, Sweden, the Union of South Africa, and Vietnam, and the list could be extended by including those countries where security or permanency of tenure is not guaranteed until appointment has been confirmed.

TABLE I. — ADMINISTRATIVE STATUS AND TENURE OF OFFICE

AUSTRALIA : Public servants of a state. Most secondary teachers have "permanent" status.

AUSTRIA : Teacher-officials with permanent appointments, and teacher-employees appointed for an indefinite or definite period, according to their contract.

BELGIUM : Public servants with different statutes to government officials. Tenure of office guaranteed on permanent appointment.

BRAZIL : Officials of the federal government, the federated states, or the municipalities. *Catedráticos* teachers guaranteed tenure of office on appointment, other certificated teachers after two years' service.

CAMBODIA : Government officials.

CANADA : Employees of local school boards. Tenure of office guaranteed by contract continuous from year to year or renewable annually.

CEYLON : Government officials (government schools). Tenure guaranteed by public service contract (government schools) or by education ordinance code rules (assisted schools).

CHILE : Government officials. Tenure guaranteed after selection by competitive examination.

COLOMBIA : Government, provincial, or municipal officials. Tenure guaranteed for those admitted to national secondary education cadres, provided work and conduct are satisfactory. Tenure not guaranteed for other teachers, but in practice secure provided work and conduct are satisfactory.

CUBA : Government officials. Tenure guaranteed after competitive appointment.

DENMARK : Government or municipal officials. Tenure covered by administrative law.

DOMINICAN REPUBLIC : Government officials. Tenure guaranteed by education act.

ECUADOR : Central Government or municipal officials. Tenure guaranteed by law.

EGYPT : Government officials. Tenure guaranteed by government officials law.

FINLAND : Government officials. Tenure guaranteed statutorily.

FRANCE : Government officials. Tenure guaranteed.

GERMAN FEDERAL REPUBLIC : *Land*, district, or commune officials. Tenure guaranteed in the case of permanent appointment; liability to dismissal in the case of teachers engaged on contract.

GREECE : Government officials. Tenure guaranteed by constitution.

GUATEMALA : Government officials. Tenure guaranteed by labour code and salaries scale law.

HAITI : Government officials. Tenure guaranteed by constitutional law.

HONDURAS : Government officials. Tenure guaranteed by public education code.

ICELAND : Government officials. Tenure guaranted on permanent appointment.

INDIA : Central government, state government, district board or municipality officials. Generally on probation for one or two years. Liability to one month's notice or one month's pay in lieu. Right of appeal.

INDONESIA : Government officials. Tenure guaranteed by regulations.

IRAQ : Government officials. Tenure guaranteed statutorily.

IRELAND : Secondary schools are all privately controlled institutions. Contracts terminable upon three months' notice.

ISRAEL : Employees of municipalities, public bodies, or teachers' co-operatives. Tenure guaranteed after two years' probation.

ITALY : Government officials. Tenure guaranteed on admission to official teaching cadres.

JAPAN : National public or (in the case of prefectures, cities, towns, and villages) local public personnel. Tenure guaranteed except for the few teachers engaged for limited term.

JORDAN : Government officials. Tenure guaranteed by statute.

LAOS : Government officials. Tenure guaranteed by statutes fixed by royal order.

LEBANON : Government officials. Tenure guaranteed statutorily.

LUXEMBURG : Government officials. Tenure guaranteed by government officials law.

MEXICO : Federal or state government officials. Tenure guaranteed by government employees statute.

MONACO : Government officials. Tenure guaranteed by government officials statute.

NETHERLANDS : Government, provincial, or municipal officials. Tenure guaranteed statutorily after two years' temporary appointment.

NEW ZEALAND : Public servants. Tenure guaranteed by statute.

NORWAY : Government officials. Tenure guaranteed by laws and regulations.

PAKISTAN : Government officials. Tenure guaranteed by government rules and regulations.

PANAMA : Government officials. Tenure guaranteed by education law.

PERSIA : Government officials. Tenure guaranteed statutorily (official cadres) or by contract.

PORTUGAL : Government officials. Tenure guaranteed statutorily or contractually.

SALVADOR : Government officials. Tenure guaranteed provided work and conduct are satisfactory and regulations not infringed.

SPAIN : Government officials. Tenure guaranteed by constitutional law.

SWEDEN : Government or municipal officials. Tenure guaranteed in the case of permanent teachers ; liability to dismissal upon three months' notice in the case of temporary teachers, and upon one month's notice in the case of deputy teachers ; auxiliary teachers engaged on contract.

SWITZERLAND : See replies from each canton.

SYRIA : Government officials. Tenure guaranteed by law (Syrian nationals) or contract (foreign nationals).

THAILAND : Government officials. Tenure guaranteed by civil service act.

TURKEY : Government officials. Tenure guaranteed statutorily.

UNION OF BURMA : Government officials. Tenure guaranteed by civil service regulations.

UNION OF SOUTH AFRICA : Provincial administration officials. Tenure guaranteed on permanent appointment.

UNITED KINGDOM (England and Wales) : Employees of a local education authority or (in the case of certain voluntary schools) the governors of the school. Tenure guaranteed by written agreement or local education authority minute.

UNITED STATES : Employees of the " school district ". Tenure guaranteed in accordance with state and local regulations.

URUGUAY : Government officials. Tenure guaranteed statutorily.

VENEZUELA : Government officials. Tenure guaranteed by education act.

VIETNAM : Government officials. Tenure guaranteed statutorily (official cadres) or by contract renewable every six months or every year.

YUGOSLAVIA : Government officials. Tenure guaranteed by government officials law.

II. REGULATIONS ON AMOUNT OF WORK

WORKING HOURS

A comparison of the minimum number of hours per week which secondary teachers and their colleagues in primary schools [1] are required

[1] See p. 41, "Primary Teachers' Salaries" (Unesco and the International Bureau of Education, 1953).

to work, shows that in the countries concerned that number is more often under twenty in the case of the former than in that of the latter.

If the countries replying to the present inquiry, moreover, be grouped according to the number of hours per week which secondary teachers are required to work, then the largest group is formed by those countries where that number is between fifteen and thirty, as follows [1]: Australia, generally 25 (20-25); Brazil, 18-24 (20-27); Cambodia, 17-20 (30); Canada, 25-30 (25-30); Ceylon, a minimum of 20 (a minimum of 20); Denmark, 27-30 (36); Dominican Republic, 25 (17-20½); Ecuador, 16-20 (32); Egypt, 20-21 (24); Finland, a maximum of 26 (24-30); France, 15-18 (30); German Federal Republic, 28-30 or 25-26 (30-32); Greece, 26-28; Guatemala, a maximum of 30 (30-34); Iceland, 24-30; India, about 30 (20-25); Indonesia, 23-25 (30-40); Iraq, 22-24 (a maximum of 32); Ireland, 18 (a minimum of 20); Israel, 24 (30); Italy, 18 (25); Jordan, 24; Laos, a maximum of 17 (30); Lebanon, 18; Luxemburg, 22 (27); Norway, 24-28 (30-36); Persia, 14-22 (24); Portugal, 22 (28); Sweden, 20-30 (28-30); Syria, 20-24 (34); Thailand, a maximum of 20; Turkey, 17-22; Union of Burma, 25 (a minimum of 20); Union of South Africa, 25-27 (25); United Kingdom (England and Wales), 30 (15-20); Yugoslavia, 22-24.

In the following two countries the number of hours which secondary teachers are required to work per week is between fifteen and somewhat over thirty: Austria, 19-32 (21-30); Belgium, 18-36 (a minimum of 25).

In a small group of countries the number of hours per week which secondary teachers are required to work is in no cases less than thirty, and may go up to as much as forty-four: Chile, 36; Columbia, 30-44 (a minimum of 33); Honduras, 36 (29-33); Japan 44 (44); Pakistan, 30-35 (16-27); Panama, 40 (36); Venezuela, 32-40. It should be noted that in some cases the hours indicated cover not only teaching hours, but also hours spent on supervisory and other duties.

In another group of countries, also a small one, the number of hours per week which secondary teachers are required to work is in some cases less than fifteen; the teachers concerned would appear to be teachers of special subjects, paid on an hourly basis. This group includes the following: Cuba, 10-15 (25); Haiti, 12 (22½); Mexico, 2-24 (30-42); Uruguay, 8-18 (20-25).

The factors influencing the number of hours per week which secondary teachers are required to work, include the following: (a) whether the hours to be taken are at junior or senior secondary level (Iceland, Indonesia, Iraq, Turkey, etc.); (b) whether they concern theoretical, practical or other teaching, and the particular subject to be taught (Austria, Belgium, Greece, Italy, Norway, Salvador, Spain, etc.); (c) the extent of the special responsibilities involved, for example, in a headship or deputy headship (Denmark, Greece, Indonesia, Laos, Sweden, etc.); (d) the level of the qualifications a given teacher holds — as a rule, the higher his qualifications are, the higher his post is, and the lower his number of hours per week (Cambodia, Denmark, Finland, France, German Federal Republic, Sweden, Vietnam, etc.); (e) age or length of service leading to a reduction of hours (Denmark, Iraq, Israel, Persia, Portugal, Uruguay, Yugoslavia, etc.).

[1] The figures given in brackets indicate the number of hours per week which primary teachers are required to work.

TABLE II. — HOURS PER WEEK

AUSTRALIA : 25 hours in the majority of the states. Teachers are generally required to be on duty fifteen or thirty minutes before lessons begin in the morning.

AUSTRIA : 19-32 hours, according to subject.

BELGIUM : 18-36 hours, according to subject and level.

CAMBODIA : 17 (graduates), 20 (teachers for primary education), or 30 (primary teachers) hours.

BRAZIL : 18 hours (Pedro II Secondary School and Federal District secondary schools) or 24 hours (state of São Paulo).

CANADA : 25-30 hours according to province.

CEYLON : Full-time teachers do a minimum of 20 hours.

CHILE : Statutory maximum of 36 hours.

COLOMBIA : 44 hours (presence at school—30 or 35 in practice); 16-20 (average teaching hours).

CUBA : 10-15 hours.

DENMARK : Teachers with university training, 27 (25 after age of fifty-five); head teachers, 12; teachers without university training, 30 (27 after age of fifty-five).

DOMINICAN REPUBLIC : A maximum of 25 hours.

ECUADOR : 16-20 hours.

EGYPT : 20 or 21 hours on an average; required maximum (including supplementary lessons) is 30 hours.

FINLAND : Varies according to category of teacher, to a maximum of 26 hours.

FRANCE : 15 hours (*agrégés* teachers) or 18 hours (certificated teachers).

GERMAN FEDERAL REPUBLIC : 28-30 hours *(Oberschullehrer)* or 25-26 hours *(Studienräte)*.

GREECE : 14 hours (head teachers), 18 hours (deputy head teachers), 26 hours (academic teachers), or 20 hours (technical teachers).

GUATEMALA : A maximum of 30 hours.

HAITI : A maximum of 12 hours.

HONDURAS : Up to 36 hours.

ICELAND : Junior secondary schools, 30 hours; senior secondary schools, 24 hours.

INDIA : Generally 30 hours.

INDONESIA : 26 forty-five-minute periods (junior secondary schools); 23 periods (senior secondary schools); up to 15 periods (junior secondary school head teachers).

IRAQ : Intermediate schools, 24 hours (18 hours if fifty or more years of age); secondary schools, 22 hours (17 hours if fifty or more years of age).

IRELAND : 18 hours.

ISRAEL : 24 hours, reduced by 2 hours after the age of fifty, and by 4 hours after the age of fifty-five.

ITALY : 18 hours (36 hours in the case of certain technical teachers).

JAPAN : 44 hours.

JORDAN : An average of 24 hours.

LAOS : Generally 17 hours (less for head teachers).

LEBANON : An average of 18 hours.

LUXEMBURG : 22 hours.

MEXICO : 2-24 according to category of teacher.

MONACO : As for France.

NETHERLANDS : Hours are not statutorily fixed, but are arranged at the beginning of each school year.

NEW ZEALAND : No statutory minimum. Usually 25 hours.

NORWAY : 24 hours (theoretical subjects) or 28 hours (handicrafts).

PANAMA : 40 hours.

PAKISTAN : 30-35 hours.

PERSIA : 14-22 hours according to length of service.

PORTUGAL : 24 hours, less 2 hours after ten years' service, less 4 hours after twenty years' service.

SALVADOR : Varies according to subjects taught.

SPAIN : Varies according to subjects taught and locality.

SWEDEN : 20-24 (teachers with advanced training) ; 24-30 (graduates) ; 12-22 (head teachers).

SWITZERLAND : See reply from each canton.

SYRIA : 20-24 hours.

THAILAND : A maximum of 20 hours.

TURKEY : 17 hours (second secondary stage) or 22 hours (first secondary stage).

UNION OF BURMA : 25 hours.

UNION OF SOUTH AFRICA : 25-27½ hours (excluding time set aside for supervised study).

UNITED KINGDOM (England and Wales) : A maximum of 30 hours.

URUGUAY : 8-18 hours according to salary grading.

VENEZUELA : Full-time teachers, 40 hours ; half-time teachers, 20 hours ; teachers engaged by the hour, 32 hours.

VIETNAM : 12-20 according to qualifications and subject taught.

YUGOSLAVIA : 22-24 hours (20 hours in the case of older teachers, and married women teachers with young children).

HOLIDAYS AND LEAVE

In the fifty-seven countries collaborating in the present inquiry, the number of days' holiday per annum which secondary teachers enjoy is as a rule between ninety and one hundred and ten. Such holiday, moreover, as will be seen from Table III, is generally divided into three periods : the long vacation, separating school years, and two periods that

occur during the working school year and split it up into three roughly equal parts. In addition, secondary teachers in many cases enjoy a certain amount of casual and other leave.

A comparison of the number of days' holiday per annum enjoyed by secondary teachers and their colleagues in primary schools [1] shows that in the countries concerned a difference in this respect between these two groups of teachers is made only rarely.

It is interesting to note that, in some of the countries covered by the present inquiry, secondary teachers are already entitled, as is the case with an increasing number of teachers at university level, to special leave after completion of a certain number of years of service. Such leave is granted secondary teachers, for example, in Australia (usually three months for each ten years of service), the Union of Burma, the Union of South Africa (twelve days for each year of service, granted in periods of at least one school term), and Uruguay (special leave for teachers with a minimum of eight years' outstandingly competent work).

In the great majority of the countries covered by the present inquiry, all the holidays that secondary teachers enjoy are fully paid, as will be seen from Table III. In some cases only, the salary that secondary teachers receive during the holidays is proportional to the number of months they have worked during the school year (Ecuador, Guatemala), or to the satisfaction their work has given (Panama). Temporary and supply teachers are not paid during the holidays, in Portugal.

TABLE III. — PAID OR UNPAID ANNUAL HOLIDAYS AND LEAVE [2]

AUSTRALIA : Roughly ten weeks. An extra week in some remote areas. Three months' long service leave every ten years. Fully paid.

AUSTRIA : Two months in summer, ten days at Christmas, and ten days at Easter. Fully paid.

BELGIUM : In addition to usual public holidays, holidays from 31st October to 3rd November, the Saturday preceding Lent to Shrove Tuesday (inclusive), 24th December to 3rd January, Saturday preceding Palm Sunday to Low Sunday, and 1st July to 31st August. Fully paid.

BRAZIL : Thirty days in July, sixty days at Christmas (15th December to 15th February). Fully paid.

CAMBODIA : One-hundred-and-sixteen days per annum. Fully paid.

CANADA : About one-hundred-and-sixty-five days per annum (including ordinary weekly holidays and the Christmas, Easter, and summer holidays). Fully paid.

CEYLON : In addition to usual (fully paid) holidays, fourteen days (seven days in the case of newly appointed teachers) of fully paid casual leave.

CHILE : Two months in summer, three weeks in winter. Fully paid.

COLOMBIA : About fourteen weeks. Fully paid.

CUBA : Three months and twenty-one days. Fully paid.

[1] *Op. cit.*, p. 42.

[2] Excluding the regular weekly holidays.

DENMARK : Six to seven weeks in summer, one week at Easter, one week at Christmas. Eight or nine days' leave. Fully paid.

DOMINICAN REPUBLIC : Sixty days in summer, fifteen days at Christmas, eight days at Easter (total, eighty-three days). Fully paid.

ECUADOR: About ninety days. Fully paid if teacher has taught throughout the working school year (reduction of one tenth for each month of absence).

EGYPT : About four months (May to October). Twelve days of leave. Fully paid.

FINLAND : Seventeen weeks. Fully paid.

FRANCE : Three months in summer, ten days at Christmas, fifteen days at Easter, and two days' public holiday. Fully paid.

GERMAN FEDERAL REPUBLIC : Eighty-five days, excluding religious and public holidays. Fully paid.

GREECE : Thirty-six days. Fully paid.

GUATEMALA : Two months. Paid proportionally to amount of work accomplished during working school year.

HAITI : Fifteen days in December, ten to twelve days at Easter, two months in summer. Fully paid.

HONDURAS : Sixty days' leave. Full salary during the vacation period.

ICELAND : Three to four months, and fourteen days at Christmas and eight days at Easter. Fully paid.

INDIA : Thirty to forty days' leave, in addition to vacations. Fully paid.

INDONESIA : Ten weeks. Fully paid.

IRAQ : Sixty days in summer, eight days in spring. Fully paid.

IRELAND : About seventeen weeks (each school makes own arrangements).

ISRAEL : One-hundred-and-eighteen days. Fully paid.

ITALY : One-hundred-and-ten days. Fully-paid.

JAPAN : In addition to ordinary holidays, twenty days of fully paid leave.

JORDAN : About one-hundred-and-twenty-four days. Fully paid.

LAOS : Three months in summer, fifteen days at the Gregorian New Year, fifteen days at Buddhist New Year. Fully paid.

LEBANON : Three months in summer, thirty-two days during working school year. Fully paid.

LUXEMBURG : Ninety-nine days. Fully paid.

MEXICO : Seventy-one days. Fully paid.

MONACO : As for France.

NETHERLANDS : Eight weeks in summer, eleven days at Christmas, twelve days at Easter, and three days end October. Fully paid.

NEW ZEALAND : In addition to statutory holidays occurring in term time, ten or eleven weeks. Fully paid (permanent teachers). Relieving or temporary teachers are paid for holidays occurring during their employment, in addition to vacation salary amounting to three tenths of their teaching service.

NORWAY : Thirteen or fourteen weeks. Fully paid.

PAKISTAN : Public holidays and usual summer and winter vacations. Twenty days of casual leave. Fully paid.

PANAMA : Ninety days. Payment varies according to satisfactory nature or otherwise of the work accomplished during the working school year (liability to reduction of one third).

PERSIA : Two-and-a-half months or (in the hotter areas) three-and-a-half months. Fifteen days' leave. Fully paid.

PORTUGAL : Seventy-nine days. Not paid in the case of temporary and supply teachers.

SPAIN : Three months in summer, fifteen days at Christmas, eight days during Holy Week (total, about one-hundred-and-fifteen days). Fully paid.

SALVADOR : Eighty days, Fully paid.

SWEDEN : Fourteen weeks. Fully paid.

SWITZERLAND : See reply from each canton.

SYRIA : Ninety days in summer, and fifteen days during the course of the year. Fully paid.

THAILAND : One- hundred-and-nine days. Fully paid.

TURKEY : Sixty days. Fully paid.

UNION OF BURMA : In addition to ordinary holidays, ten days' casual leave on full pay, and privilege leave on average or half average pay, according to length of service.

UNION OF SOUTH AFRICA : One-hundred-and-sixty-five days, including all Saturdays, Sundays, and public holidays. Twelve days' special leave in addition, which must accumulate to cover at least the period of a whole school term. Fully paid.

UNITED KINGDOM (England and Wales) : Up to twelve weeks. Fully paid.

URUGUAY : Fifteen days in winter, one week in spring, and four months in summer. Study leave for teachers with a minimum of eight years' outstandingly competent work. Fully paid.

VENEZUELA : Sixty days. Fully paid.

VIETNAM : Four months. Fully paid.

YUGOSLAVIA : Two months in summer, fifteen days in winter, seven days during term time. Fully paid.

ADDITIONAL SALARIED ACTIVITIES

Regulations exist in the majority of the countries replying to the present inquiry concerning the manner and the extent to which secondary teachers may combine their ordinary duties with (a) additional public educational activities, (b) additional private educational activities, (c) additional public non-educational activities, and (d) additional private non-educational activities.

(a) *Additional public educational activities.* In many cases secondary teachers wishing to combine their ordinary duties with additional public educational work are required to obtain the prior consent or permission of the education authorities (Australia, Austria, Ceylon, Egypt, Finland,

German Federal Republic, Greece, India, Israel, Italy, Japan, Jordan, Norway, Pakistan, Sweden, Thailand, Union of South Africa, Vietnam, etc.).

In other cases, they appear to be at liberty to do so, provided only that their ordinary work and time-table is not interfered with (Brazil, Canada, Chile, Colombia, Cuba, Denmark, Dominican Republic, Ecuador, Guatemala, Haiti, Honduras, Iceland, Indonesia, Laos, Lebanon, Luxemburg, Mexico, Netherlands, New Zealand, Panama, Salvador, Spain, Venezuela, Yugoslavia).

Occasionally the combined total of the hours a secondary teacher devotes to his ordinary duties and to some additional work may not exceed a certain maximum. This is the position in, for example, Iraq (where the combined total is a maximum of thirty hours a week), and Turkey (combined total of twenty-four hours). In Uruguay, a ceiling is fixed for the combined salary total accruing from a teacher's ordinary work and such additional public work as he may undertake.

(b) *Additional private educational activities.* In many of the countries replying to the present inquiry secondary teachers are at liberty to give private lessons or teach in private schools, provided that their ordinary work does not suffer in consequence. Such countries include Brazil, Canada, Colombia, Cuba, Denmark, Ecuador, France, Guatemala, Haiti, Honduras, Iceland, Indonesia, Ireland, Laos, Luxemburg, Mexico, Monaco, New Zealand, Norway, Panama, Persia, Salvador, Spain, Sweden, the cantons of Basel-Town, Geneva, Valais, Vaud and Zurich in Switzerland, Syria, Thailand, Turkey, and Venezuela.

In some of the countries covered by the present inquiry, the undertaking of additional private educational work is conditional on obtaining permission to do so from the education authorities. This appears to be the position in Australia, Austria, Cambodia, Ceylon, Egypt, the German Federal Republic, India, Israel, Iraq, Jordan, Pakistan, Neuchâtel in Switzerland, the Union of South Africa, and Vietnam.

In some cases secondary teachers are not permitted to give private lessons to certain categories of pupils. In Italy, the Netherlands, and the Union of Burma, for example, they may not give private lessons to their own pupils, while in Uruguay, on the other hand, they may give such lessons only to pupils attending government-controlled secondary schools.

Generally secondary teachers require no special permission to write and publish textbooks (Brazil, for example, Denmark, Finland, France, Greece, Haiti, Honduras, Iraq, Italy, Jordan, Laos, Monaco, Syria, Turkey, Vietnam, Yugoslavia). Permission for this purpose is, however, required in, for example, Cambodia and Pakistan.

(c) *Additional public non-educational activities.* The extent to which secondary teachers are free to undertake additional public non-educational activities varies considerably in the countries covered by the present inquiry. Their participation in civic and public administrative and political activities, for example, is regarded favourably by the authorities in some cases, and unfavourably in others.

Secondary teachers would appear to be permitted to undertake additional public non-educational activities, in the form of administrative

work, in Denmark, the Dominican Republic, Ecuador, Honduras, Iceland, Iraq, Japan (special authorization required), Laos, Mexico, New Zealand, Norway, Salvador (a maximum of two hours per day during teaching hours is imposed), Sweden (special authorization required), the Union of South Africa, Uruguay, Venezuela, Vietnam (special authorization required), and Yugoslavia. They do not generally do so, or are not allowed to do so in, for example, Ceylon, Colombia, Cuba, the German Federal Republic, Haiti, Luxemburg, Pakistan, Panama, Persia, the Union of Burma, or the United States.

Secondary teachers would appear to be eligible for election to local, regional and national office in Austria, Cambodia, Canada, Ecuador (their ordinary time-table must continue to be observed), Finland, France, the German Federal Republic, Guatemala, Honduras, Indonesia, Laos, Netherlands, New Zealand, Spain, Switzerland, Yugoslavia, etc. They are not eligible in this respect in, for example, Ceylon, Colombia (the interdiction apparently applies to permanent teachers), Egypt, Iraq, Mexico, and the Union of Burma.

In some of the countries where secondary teachers are eligible for election to public office, they may obtain leave or leave of absence for the duration of their mandate.

(d) *Additional private non-educational activities.* In some of the countries covered by the present inquiry, secondary teachers are permitted to undertake additional private non-educational activities in the form, for example, of taking pupils as boarders. In very few countries do they appear to be permitted to undertake such activities in the form of commercial activities; those few countries include Haiti, Honduras, Ireland, Persia, Spain, and Sweden (special authorization is required, and is granted only for a limited period).

Wherever it exists, the freedom that secondary teachers enjoy of undertaking additional private non-educational activities is almost invariably subject to the condition that neither their ordinary work nor the good name of the teaching profession suffers as a result.

TABLE IV. — ADDITIONAL SALARIED ACTIVITIES

AUSTRALIA: Generally written permission from the employing authority required for any additional salaried activity.

AUSTRIA: The education authorities must be kept informed, but express approval required only for certain kinds of additional work. Eligible for election to parliament, and granted leave of absence on full pay.

BELGIUM: No hard-and-fast ruling. Permission granted by a special committee.

BRAZIL: Additional scientific or technical activities related to their teaching permitted, and private lessons, teaching in private schools, publication of textbooks, etc. May occupy post of judge.

CAMBODIA: Additional public educational activities may be undertaken only for service reasons or on account of shortage of teachers. Eligible for election to parliament. Prior authorization from Ministry of Education and Fine Arts required for additional private educational activities.

CANADA: Private remunerative activities permitted provided ordinary work does not suffer. Eligible for election to provincial or federal parliament. Certain limitations on additional activities in Manitoba, Alberta, Ontario, and Newfoundland.

CEYLON: Additional public and private educational activities permitted (government teachers require prior authority for certain private activities). Government teachers not eligible for election to local government bodies or parliament.

CHILE: Additional educational activities permitted.

COLOMBIA: Additional public educational activities and private activities permitted provided ordinary work does not suffer. Public non-educational activities (including election) forbidden to full-time teachers.

CUBA: Public education activities and private activities permitted. Public non-educational activities forbidden.

DENMARK: Public and private educational activities permitted. Eligible for election. Commercial activities forbidden.

DOMINICAN REPUBLIC: Public educational and non-educational activities permitted provided ordinary work does not suffer. Private activities (subject to certain limitations) permitted.

ECUADOR: All public and private activities permitted provided ordinary time-table is observed.

EGYPT: Educational activities (private lessons, evening classes, etc.) permitted on authorization by Ministry. Election and commercial activities forbidden.

FINLAND: Public educational activities (with special authorization), election, private lessons, and publication of textbooks permitted.

FRANCE: Private lessons, courses and lectures, publication of textbooks, and research permitted. Eligible for election to parliament (leave of absence granted for duration of mandate).

GERMAN FEDERAL REPUBLIC: Subject to approval by authorities, work in other schools or at the university, and private activities permitted. Public non-educational activities forbidden. Work to improve professional capacity permitted. Eligible for election.

GREECE: Public educational activities (subject to approval by the Ministry) and publication of textbooks permitted.

GUATEMALA: Public educational activities (provided ordinary school work does not suffer) permitted. Eligible for election (service as deputy to national congress counts towards salary grading).

HAITI: Public educational activities and private activities (private lessons, publication of textbooks, commercial activities) permitted. Acceptation of an administrative or electoral post involves resignation.

HONDURAS: Public educational, electoral, and administrative activities and private activities (commercial activities, private lessons, publication of textbooks) permitted provided ordinary work does not suffer.

ICELAND: Public educational and administrative activities and private activities permitted.

INDIA: Certain private activities permitted subject to approval by the authorities.

INDONESIA : Public educational activities and private activities (commercial activities excepted) permitted. Eligible for election to parliament (leave of absence granted).

IRAQ : Public educational activities (combined total of ordinary and additional work may not exceed thirty hours a week) and certain public non-educational activities permitted. Not eligible for election to parliament. Private lessons (subject to approval) and publication of textbooks permitted. Commercial activities forbidden.

IRELAND : Additional private activities (including private lessons and commercial activities) permitted.

ISRAEL : Additional public educational activities and private activities permitted subject to approval.

ITALY : Certain additional public educational activities permitted. Private lessons (for not more than one hour a day and not to pupils of own class or, in the case of a head teacher, own school), publication of textbooks, and limited professional activities (compatible with good name of teaching profession) permitted.

JAPAN : Additional public educational and non-educational activities and private activities permitted subject to approval.

JORDAN : Additional public and private educational activities (including publication of textbooks) permitted subject to formal authorization.

LAOS : Additional public educational and non-educational activities and private activities (private lessons, publication of textbooks, taking pupils as boarders) permitted. Eligible for election (leave of absence without pay granted for duration of mandate). Commercial activities forbidden.

LEBANON : Additional public and private educational activities permitted.

LUXEMBURG : Additional educational activities permitted. Additional public non-educational activities and commercial activities forbidden.

MEXICO : Additional public and non-educational activities (up to a maximum of forty-eight weeks activities a year) and private activities permitted. Not eligible for public election.

MONACO : Private courses and lessons, and execution or publication of scientific, literary, artistic, and educational works permitted.

NETHERLANDS : Additional public and private educational activities (with certain limitations) permitted. Election to parliament involves placing on reserve list for duration of mandate. Commercial activities forbidden.

NEW ZEALAND : Evening class work permitted. Eligible for office on local bodies and for election to parliament (the latter involves leave without pay, or resignation with the possibility of returning to teaching service). No restrictions on after-hours activities.

NORWAY : Additional public educational and non-educational activities (subject to approval) and private activities permitted.

PAKISTAN : Additional public and private educational activities (including private lessons and publication of textbooks) permitted subject to approval. Additional public non-educational activities and commercial activities forbidden.

PANAMA : Additional university teaching and private activities (provided ordinary work does not suffer) permitted. Additional public non-educational activities forbidden.

PERSIA : Additional public non-educational activities forbidden. Election to parliament involves resignation. Private educational or commercial activities permitted.

PORTUGAL : Additional public educational activities (certain higher courses excepted) forbidden. Acceptance of administrative or electoral post involves resignation. Additional private activities permitted only with express permission of the Ministry.

SALVADOR : Additional public educational and non-educational activities (to a maximum of two hours a day) and private activities (outside class hours) permitted.

SPAIN : Additional public and private activities (including commercial activities) permitted provided good name of teaching profession does not suffer in consequence. Eligible for election as members of parliament or of the education council.

SWEDEN : Additional government or municipal post permitted only by special authorization from crown or parliament. Commercial activities permitted for limited period subject to approval by general education directorate. Private activities permitted.

SWITZERLAND : See reply from each canton.

SYRIA : Private lessons (except to own pupils) and publication of textbooks permitted. Commercial activities forbidden.

THAILAND : Additional public educational activities (subject to approval) and private activities (outside class hours) permitted.

TURKEY : Additional public educational activities (combined total of ordinary and additional work may not exceed twenty-four hours a week), private lessons, and publication of textbooks permitted. Commercial activities forbidden.

UNION OF BURMA : Additional public educational activities in other schools and commercial activities forbidden. Private lessons (except to own pupils) and publication of textbooks (without financial interest in their sale) permitted.

UNION OF SOUTH AFRICA : Additional public and private educational activities permitted subject to approval. Certain non-educational activities permitted under certain conditions. Political activities involve immediate resignation.

UNITED KINGDOM (England and Wales) : Question of additional salaried activities depends on teachers contract and local regulations.

UNITED STATES : Additional public or private salaried activities are generally not undertaken. Teachers may have evening school work, and are free to use their after-school hours as they see fit, provided their ordinary work is not interfered with.

URUGUAY : Additional public educational and non-educational activities permitted. Combined total of salary subject to a certain minimum. Additional private activities (except giving private lessons to government-controlled secondary school pupils) permitted.

VENEZUELA : Additional public educational activities and private activities permitted in the case of teachers engaged by the hour.

VIETNAM : Additional public educational and non-educational activities and private activities (including private lessons and publication of textbooks, but excluding commercial activities) permitted.

YUGOSLAVIA : Additional public educational and non-educational activities and publication of textbooks permitted.

III. SALARIES

SALARY PAYING AUTHORITIES

The *a priori* expectation is confirmed by the replies from the countries collaborating in the present inquiry, that secondary teachers are paid their salaries by their employing authorities (central government, regional, or local, as the case may be).

They are thus paid their salaries in over three fifths of the countries concerned by the central government authorities, or by the provincial or cantonal authorities (which in a federal country hold a position analogous to that of the central government authorities). This is the case, for example, in the various states of Australia, in Austria, Cambodia, Ceylon, Chile, Cuba, the Dominican Republic, Egypt, Finland, France, Greece, Guatemala, Haiti, Honduras, Iceland, Indonesia, Iraq, Jordan, Laos, Lebanon, Luxemburg, Monaco, New Zealand, the provinces of Pakistan, in Panama, Persia, Salvador, Spain, the cantons of Basel-Town, Geneva and Valais in Switzerland, in Syria, Thailand, Turkey, the Union of Burma, the provinces of the Union of South Africa, in Uruguay, Venezuela, and Vietnam.

When in a given country the employing authorities are of more than one kind, then it is these various authorities by whom secondary teachers are paid their salaries. The countries where this is the case include Belgium, Brazil, Canada, Ecuador, the German Federal Republic, India, Israel, Japan, Mexico, the Netherlands, Portugal, and the canton of Vaud in Switzerland.

It is of interest that salary paying authorities lower than the central government authorities often receive subsidies for salary paying purposes from the latter authorities. This is the position, for example, in Colombia, Denmark, Norway (the government refunds the municipalities 50% of their expenditure on secondary teachers' salaries), the cantons of Neuchâtel and Zurich in Switzerland (in the latter canton the cantonal authorities refund the communes an average of 70% of their expenditure on secondary teachers' salaries), and the Union of South Africa.

MAIN CHARACTERISTICS OF SALARY SCALES

Uniformity. In over three quarters of the countries collaborating in the present inquiry, secondary teachers' salary scales are fixed statutorily and apply throughout the country. This would appear to be the case, for example, in Austria, Belgium, Cambodia, Ceylon, Chile, Cuba,

Denmark, Ecuador, Egypt, Finland, France, the German Federal Republic, Greece, Guatemala, Haiti, Iceland, Indonesia, Iraq, Israel, Italy, Jordan, Laos, Lebanon, Luxemburg, Monaco, the Netherlands, New Zealand, Norway, Panama, Persia, Portugal, Spain, Sweden, Syria, Thailand, Turkey, the Union of Burma, the Union of South Africa (methods of grading posts differ somewhat from one province to another), the United Kingdom, Uruguay, Vietnam, and Yugoslavia.

In another group of countries (mainly decentralized ones) secondary teachers do not have a salary scale applying throughout the country, but a number of scales each of which applies only to one given state, province or canton, as the case may be. This group includes Australia (certain factors make, however, for a certain measure of uniformity), India, Pakistan, and Switzerland.

In a few of the countries covered, secondary teachers' salary scales may vary even within the state, provincial, or cantonal borders ; this is so, for example, in Brazil, Canada, the Dominican Republic, Honduras, Mexico, Salvador, and the United States.

In Colombia and Japan, the provincial and local salary paying authorities, while having their own scales, adopt or follow the central government scales.

Sex differentiation. In practically all the countries covered by the present inquiry, men and women secondary teachers have the same salary scales. A certain differentiation in this respect exists in Australia, Ireland, Luxemburg (women secondary teachers' salaries are there nine tenths those of their male colleagues), New Zealand, the cantons (Geneva excepted) covered in Switzerland, the Union of South Africa, and the United Kingdom.

Annual or hourly rate. Secondary teachers in the countries replying to the present inquiry are paid (a) at an annual rate based usually on a certain minimum and maximum of hours per week, or (b) by the hour, thus varying according to the number of teaching hours allotted to the staff.

System (a) is in force in by far the greater number of the countries concerned, holding as it does, for instance, in Australia, Austria, Belgium, Cambodia, Canada, Ceylon, Colombia, Cuba, Denmark, Ecuador, Egypt, Finland, France, the German Federal Republic, Greece, Haiti, Iceland, India, Indonesia, Iraq, Ireland, Israel, Italy, Japan, Jordan, Laos, Lebanon, Luxemburg, Monaco, Norway, Pakistan, Panama, Persia, Portugal, Spain, Sweden, Switzerland, Syria, Thailand, Turkey, the Union of Burma, the Union of South Africa, the United Kingdom (England and Wales), the United States, Uruguay, Vietnam, and Yugoslavia.

The minority of the countries concerned, where system (b) is in force, include Chile, the Dominican Republic, Guatemala, Honduras, Mexico, the Netherlands, Salvador, Uruguay, and Venezuela.

Salary grading criteria. The salary grading criteria employed in the countries collaborating in the present inquiry include (a) qualifications, (b) the subjects taught, and (c) the category of the post.

(a) Secondary teachers' qualifications (i.e., the quality, level and duration of their academic and professional training) are employed as

salary grading criteria in the following countries, which represent about half those replying to the inquiry : Australia, Austria, Belgium, Cambodia, Canada, Ceylon, Dominican Republic, Ecuador, Egypt, France, German Federal Republic, Haiti, India, Iraq, Italy, Laos, Luxemburg, Monaco, Netherlands, New Zealand, Norway, Pakistan, Panama, Sweden, the canton of Vaud in Switzerland, Syria, Thailand, Turkey, Union of South Africa, United Kingdom (England and Wales), Vietnam, Yugoslavia.

(b) The subjects they teach influence secondary teachers' salary grading in Austria, the Dominican Republic, Finland, Italy, Mexico, the Netherlands, Portugal, the canton of Neuchâtel in Switzerland, etc.

(c) Teaching posts at senior secondary level are better paid than those at junior secondary level, for example, in Belgium, Iceland, Indonesia, Italy, the cantons of Basel-Town, Geneva and Zurich in Switzerland, and the Union of Burma.

In a few cases the level of a given secondary teacher's salary may be affected by other factors. In Austria, for example, secondary teachers employed on contract have somewhat higher salaries than teacher-officials, while in Ceylon the medium of instruction which a teacher uses, affects his salary.

Increment Award Criteria

The various criteria (length of service, selection, examination, etc.) on which the award of increments is based in the countries covered by the present inquiry are indicated in Table V giving the main characteristics of secondary teachers' salary scales.

In roughly three quarters of the countries covered the award of an increment automatically follows the completion of a certain length of service. Such would appear to be the position, for example, in Australia, Austria, Belgium, Ceylon, Chile, Colombia, Cuba, Denmark, Finland, France, the German Federal Republic, Haiti, Honduras, Iceland, India, Ireland, Israel, Italy, Japan, Lebanon, Luxemburg, Monaco, the Netherlands, Norway, Pakistan, Persia, the cantons of Basel-Town, Geneva, Neuchâtel, Valais and Zurich in Switzerland, Syria, Turkey, the Union of South Africa, the United Kingdom (England and Wales), Venezuela, and Yugoslavia.

In a number of countries the award of an increment is based not only on completion of a certain length of service, but also on attainment of a certain standard of efficiency (Dominican Republic, Egypt, Guatemala, Haiti, Jordan, Laos, Sweden, Union of Burma) or on passing certain examinations (Ecuador, Indonesia, Iraq, Portugal, Thailand, Uruguay).

In two cases (Mexico, New Zealand) the award of an increment is based on completion of a certain length of service, at the lower salary ranges, and on some other criterion (selection, examinations, etc.) at higher ranges.

Promotion

While, as indicated above, the ward of an increment in the countries covered is generally based on completion of a certain length of service, promotion to a higher post involving greater responsibility and a higher salary is usually based on selection taking account of such factors as seniority, qualifications, and efficiency.

Time Required to Reach Maximum Salary

In about one quarter of the countries covered by the present inquiry, it is possible for secondary teachers to attain their maximum salary in under fifteen years. Those countries are as follows (the figures indicate the number of years within which maximum salary may be attained) : Australia, 12-14 ; Colombia, 6-18 ; Haiti, 10 ; Iceland, 10-28 ; New Zealand, a minimum of 14 ; the cantons of Geneva (12), Neuchâtel (10), Valais (10), Vaud (14) and Zurich (11) in Switzerland ; the Union of Burma, 10 ; Union of South Africa, 14-22 ; United Kingdom (England and Wales), 10-14 (men) or 11-12 (women).

In the remaining three quarters of the countries, secondary teachers may attain their maximum salary within from fifteen to thirty-five years, and in most cases within from twenty to thirty years. Those countries are as follows (the figures indicate the number of years within which maximum salary may be attained) : Austria, 36 ; Belgium, 24-26 ; Ceylon, 18 ; Chile, 27 ; Cuba, 20 ; Denmark, 17-26 ; Ecuador, 20-25 , Finland, 15 ; France, 26-30 ; German Federal Republic, 20 ; Guatemala, 25 ; Indonesia, 20 ; Ireland, 18-19 ; Israel, 21 ; Italy, 25-26 ; Japan, 26 ; Laos, 25-30 ; Lebanon, 15 ; Luxemburg, 21-27 ; Monaco, 26-30 ; Netherlands, 18 ; Norway, 16-18 ; Pakistan, 20 ; Portugal, 20 ; Spain, 30-35 ; Sweden, 19 ; the canton of Basel-Town (15-18) in Switzerland ; Syria, 22 ; Turkey, 30 ; Uruguay, 15-25 ; Venezuela, 22 ; Vietnam, 22 ; Yugoslavia, 33.

Table V. Main Characteristics of Salary Scales

Australia : Annual scales varying from one state to another, but factors exist tending to make them uniform. 12-14 increments. Salary gradings based on academic and professional qualifications, and sex. Scales adjusted periodically (usually every three months) for changes in the cost-of-living. Maximum salary in 12-14 years. Increment award in general automatic and based on length of service.

Austria : Annual scale applicable throughout country and for both sexes. Grading according to subjects taught, qualifications, and kind of appointment. Maximum salary after 36 years' service. Increment award every two years.

Belgium : Annual scale applicable throughout country and for both sexes. Grading according to level of post and qualifications. Maximum salary after 24-26 years of service. Increment award based on length of service.

Brazil : No uniform scale. Grading varies according to employing authority and category of post. Increment award generally based on length of service (see reply for details).

Canada : Scales vary according to province and employing authority. Salaries higher in urban areas than in rural areas. Grading based on qualifications, experience, length of service and certain special abilities. Increment award based on length of service and qualifications.

CAMBODIA : Three separate scales applicable to both sexes. Increment award based on selection or length of service, according to scale.

CEYLON : Annual scale applicable throughout country and to both sexes. Grading based on qualifications and medium of instruction (English, or Sinhalese or Tamil). Maximum salary after 18 years' service. Increment award based on length of service and qualifications.

CHILE : Scale applicable throughout country and to both sexes. Payment on an hourly basis. Maximum salary after 27 years' service. Increment award every 3 years.

COLOMBIA : Scale more or less uniform throughout country and applicable to both sexes. Grading based on admission or otherwise to national cadres. Maximum salary after 6-18 years of service. Increment award based on length of service and qualifications.

CUBA : Scale applicable throughout country. Grading based on type of appointment. Maximum salary after 20 years' service. Increment award based on length of service.

DENMARK : Separate scales for university trained teachers and other teachers, but applicable to both sexes. Increment award generally based on length of service. Maximum salary after 26 years' service (university trained teachers) or 17 years' service (other teachers).

DOMINICAN REPUBLIC : No uniform scale. Grading based on hours, qualifications, and special subjects. Increment award based on efficiency.

ECUADOR : Scale applicable throughout country and to both sexes. Grading based on qualifications. Maximum salary after 20-25 years' service. Increment award based on qualifications, length of service, and efficiency (examinations).

EGYPT : Scale applicable throughout country and to both sexes. Grading based on qualifications. Increment award based on length of service and on selection.

FINLAND : Annual scale applicable throughout country and to both sexes. Grading based on subjects taught. Increment of 5% of salary every 3 years. Maximum salary after 15 years' service. Promotion by selection as and when vacancies occur.

FRANCE : Scale applicable throughout country and to both sexes and comprising 9 stages. Grading based on qualifications. Maximum salary after 26-27 *(agrégés)* or 29-30 (graduates) years of service. Increment award based on length of service.

GERMAN FEDERAL REPUBLIC : Annual scale applicable throughout country and to both sexes. 10 increments. Grading based on type of post. Maximum salary after 20 years' service. Increment award based on length of service. Promotion by selection (merit and length of service).

GREECE : Annual scale applicable throughout country and to both sexes comprising 7 gradings, including 2 for head teachers. Increment award based on length of service and selection.

GUATEMALA : Scale applicable throughout country and to both sexes. Grading based on hours. Maximum salary after a minimum of 25 years' service. Increment award based on length of service and efficiency

HAITI : Annual scale applicable throughout country and to both sexes. Grading based on qualifications. Maximum salary after a minimum of 10 years' service. Increment award based on length of service and efficiency.

HONDURAS : No uniform scale. Grading based on hours. Increment award based on length of service.

ICELAND : Annual scale applicable throughout country and to both sexes. Grading based on level of school. Maximum salary after 4 years' service. Increment award based on length of service.

INDIA : Annual scale for each state. Grading based on academic and professional training. Maximum salary after 10-28 years' service. Increment award based on length of service. Promotion by selection.

INDONESIA : Annual scale applicable throughout country and to both sexes. Grading based on level of school. Maximum salary after 20 years' service. Increment award based on length of service and examinations.

IRAQ : Annual scale applicable throughout country and to both sexes. Grading based on qualifications. Increment award based on length of service and, in some cases, examinations.

IRELAND : Annual scales. Grading based on sex and marital status. Maximum salary after 18 (single teacher) or 19 (married teacher) years of service. Increment award based on length of service.

ISRAEL : Annual scale applicable throughout country and to both sexes. Maximum salary after 21 years' service. Increment award based on length of service.

ITALY : Scale applicable throughout country and to both sexes. Grading based on subjects taught, level of school, and qualifications. Maximum salary after 25-26 years' service. Increment award based on length of service. Promotion by competitive examination.

JAPAN : Separate but comparable annual scales according to employing authority, and applicable to both sexes, comprising 6-11 gradings. Maximum salary after 26 years' service in the case of graduates. Increment award based on length of service and qualifications.

JORDAN : Annual scale applicable throughout country and to both sexes, comprising 4 gradings. Increment award based on length of service and efficiency.

LAOS : Scale applicable throughout country and to both sexes. Grading based on qualifications. Maximum salary after 25-30 years' service. Increment award based on selection and length of service.

LEBANON : Scale applicable throughout country and to both sexes, comprising 8 gradings. Monthly payments, in certain cases on an hourly basis. Maximum salary after 15 years' service. Increment award based on length of service.

LUXEMBURG : Scale applicable throughout country, but differentiated on basis of sex (women's salaries are nine tenths those for men). Grading based on qualifications. Maximum salary after 21-27 years' service. Increment award based on length of service, and promotion on selection.

MEXICO : No uniform scale. Grading based on subjects taught. Increment award based on examinations, qualifications, efficiency, and length of service.

MONACO : As for France.

NETHERLANDS : Scale applicable throughout country and to both sexes. Grading based on hours, efficiency and qualifications. Maximum salary after 18 years' service. Increment award based on length of service.

NEW ZEALAND : Scale applicable throughout country but differentiated on basis of sex. Grading based on qualifications and efficiency. Maximum salary after a minimum of 14 years' service. Increment award based on length of service, qualifications, and efficiency.

NORWAY : Annual scale applicable throughout country and to both sexes. Grading based on qualifications. Maximum salary after 16-18 years' service. Increment award based on length of service, and promotion on selection.

PAKISTAN : Annual scale for each province, and applicable to both sexes. Grading based on qualifications. Maximum salary after roughly 20 years' service. Increment award based on length of service, and promotion on efficiency and length of service.

PANAMA : Annual scale applicable throughout country and to both sexes Grading based on qualifications. Increment award every 2 years, provided work is satisfactory.

PERSIA : Annual scale applicable throughout country and to both sexes, and comprising 10 or 7 gradings according to scale. Grading based on cadre. Increment award based on length of service.

PORTUGAL : Annual scale applicable throughout country and to both sexes. Grading based on type of post and length of service. Maximum salary after 20 years' service (certificated teachers and teachers on contract). Increment award by examination and length of service.

SALVADOR : No official scale. Payment on hourly rate.

SPAIN : Uniform scale for teachers in general and commercial secondary schools, and comprising 8 gradings. Maximum salary after a minimum of 30-35 years' service. Increment award based on length of service.

SWEDEN : Annual scale applicable throughout country and to both sexes. Grading based on qualifications and type of post. Maximum salary after about 19 years' service. Increment award based on length of service and, in some cases, efficiency and qualifications.

SWITZERLAND : See reply from each canton.

SYRIA : Annual scale applicable throughout country and to both sexes. Grading based on class and qualifications. Maximum salary after about 22 years' service. Increment award based on length of service.

THAILAND : Annual scale applicable throughout country and to both sexes, and comprising 4 gradings. Grading based on academic qualifications. Increment award and promotion by examination, selection, and qualifications.

TURKEY: Scale applicable throughout country and to both sexes, and comprising 11 gradings. Grading based on qualifications. Maximum salary after a minimum of 30 years' service. Increment award based on length of service.

UNION OF BURMA: Scale applicable throughout country and to both sexes. Grading based on level of school. Maximum salary after 10 years' service. Increment award based on length of service and efficiency.

UNION OF SOUTH AFRICA: Uniform scale applicable to all four provinces (with slight differences in grading methods). Grading based on sex, and academic and professional training. Maximum salary after 14-21 years' service. Increment award based on length of service, and promotion on selection.

UNITED KINGDOM (England and Wales): Annual scale applicable throughout country. Grading based on qualifications, length of service, and sex. Maximum salary after 10-14 years' service (men) or 11-12 years' service (women). Increment award based on length of service, and promotion to headship on selection.

UNITED STATES: No uniform scale.

URUGUAY: Scale applicable throughout country and to both sexes, and comprising 6 gradings. Payment by hourly rate varying according to length of service. Maximum salary generally after 25 or, in some cases, 15 years' service. Increment award based on length of service and examination.

VENEZUELA: Hourly rate applicable to both sexes. Maximum salary after 22 years' service. Increment award based on length of service.

VIETNAM: Annual scale applicable throughout country and to both sexes, and comprising 9 gradings. Grading based on qualifications. Maximum salary after roughly 22 years' service. Increment award based on selection and length of service.

YUGOSLAVIA: Annual scale applicable throughout country and to both sexes. Grading based on qualifications. Maximum salary after 33 years' service. Increment award based on length of service.

SUPPLEMENTARY HOURS

As will be seen from Table VI, secondary teachers are paid for such hours as they may teach beyond the regulation maxima, in approximately half the countries collaborating in the present inquiry. As a rule the rate of payment varies according to the amount of main salary, and qualifications. The following countries may be classed in this group: Australia, Austria, Belgium, Cambodia, Colombia, Denmark, Egypt, Finland, France (secondary teachers may not refuse to take a maximum of two supplementary hours per week), Indonesia, Iraq, Israel, Italy, Laos, Japan, Lebanon, Luxemburg (maximum of three supplementary hours per week), Monaco, New Zealand, Norway, Persia, Spain, Sweden, cantons of Basel-Town, Neuchâtel, Valais and Vaud in Switzerland, Syria, Turkey, Uruguay, Vietnam, and Yugoslavia.

In about one fifth of the countries replying to the inquiry secondary teachers are not paid for such hours as they may teach beyond the regula-

tion maxima. This group of countries includes Canada, Ceylon, Cuba, the Dominican Republic, the German Federal Republic, Greece, Guatemala, Honduras, Ireland, Mexico, Salvador, Thailand, the Union of Burma, the United Kingdom (England and Wales), and Venezuela.

TABLE VI. TREATMENT OF SUPPLEMENTARY HOURS

AUSTRALIA : Paid at an hourly rate varying according to state, type of work, qualifications, and sex.

AUSTRIA : Paid at the rate of 3% of the average salary of the teacher's salary category.

BELGIUM : Paid at a rate varying according to minimum salary of type of work in question and to minimum number of hours constituting a full time-table.

BRAZIL : Paid at a rate varying from state to state.

CANADA : No supplementary hours.

CAMBODIA : 48 piastres (graduates), 20 piastres (teachers for primary education), or 10 piastres (primary teachers) an hour.

CEYLON : Unpaid.

COLOMBIA : 3½-5 pesos an hour.

CUBA : No paid supplementary hours.

DENMARK : Monthly rate.

DOMINICAN REPUBLIC : No paid supplementary hours.

EGYPT : Paid at a rate varying according to salary category.

FINLAND : Paid at an annual rate.

FRANCE : Paid at same rate as ordinary hours. Teachers cannot refuse to accept a maximum of 2 supplementary hours a week.

GERMAN FEDERAL REPUBLIC : Unpaid.

GREECE : Unpaid.

GUATEMALA : Supplementary hours not required.

HONDURAS : Unpaid.

INDONESIA : Paid.

IRAQ : Paid. A combined total of 30 hours for ordinary and supplementary hours.

IRELAND : Unpaid.

ISRAEL : Paid at a rate proportional to regular salary.

ITALY : Paid at two thirds of normal salary rate.

JAPAN : Paid according to the following formula :

$$\frac{(\text{Salary proper} + \text{local allowance}) \times 12}{44 \text{ (weekly hours)} \times 52 \text{ (weeks)}} \times 1.25$$

LAOS : Paid at a rate varying according to qualifications.

LEBANON : Paid at a rate fixed by decree.

LUXEMBURG : Paid at a rate proportional to ordinary salary. A maximum of 3 supplementary hours a week.

MEXICO : Supplementary hours regarded as representing praiseworthy service, and as such, taken due note of by superiors.

MONACO : As for France.

NEW ZEALAND : Paid at a rate varying according to ordinary salary and sex.

NORWAY : Paid at a rate proportional to ordinary salary.

PERSIA : Paid at a rate varying according to level of school.

SALVADOR : Unpaid.

SPAIN : Paid.

SWEDEN : Paid at a rate varying according to ordinary salary, up to the level of the 30th grading.

SWITZERLAND : See reply from each canton.

SYRIA : £S 4.5 or £S 6 per month.

THAILAND : Unpaid.

TURKEY : Paid at rate of £T 8 (first secondary stage) or £T 6 (second secondary stage) per month per hour.

UNION OF BURMA : Unpaid.

UNITED KINGDOM (England and Wales) : Normally unpaid.

URUGUAY : Supplementary hours in evening or preparatory classes paid for at rate of 3 pesos per month for one hour per week.

VENEZUELA : No supplementary hours.

VIETNAM : Paid at a rate varying according to qualifications and level of school.

YUGOSLAVIA : 100-120 dinars an hour.

HEAD TEACHERS

In the countries replying to the present inquiry head and deputy head teachers receive salaries commensurate with the greater responsibilities they bear.

Various criteria are taken into account in fixing their salaries. In many cases their position is comparable with that of ordinary teachers, inasmuch as they may be required to teach, although generally a reduced number of hours. Many of them are ordinary teachers who have been promoted on the grounds of seniority and efficiency ; such promotion is almost invariably based on selection. Some of them, however, are not required to teach at all, and are free to devote themselves to their special tasks ; this is usually the case in any secondary school of a certain size.

Head and deputy head teachers may be paid in one of the following two ways : (a) they are on the salary scale of ordinary teachers, and receive in addition a headship allowance (in many cases they are then simply ordinary teachers made responsible for certain, additional, administrative duties) ; (b) they have their own scale of salaries, which is higher than that of ordinary secondary teachers.

System (a) is in force in Austria, Ecuador (a special scale, but an allowance in addition of 30-75% of salary), Israel, Lebanon (an allowance of 25% of salary), Pakistan, Portugal, Spain, Syria, Vietnam, and Yugoslavia.

System (b) is in force in considerably more of the countries covered : Australia, Belgium, Canada, Ceylon, Colombia, France, German Federal Republic, Greece, Guatemala, Haiti, Honduras, Iceland, India, Indonesia, Iraq, Italy, Luxemburg, Mexico, Monaco, Netherlands, New Zealand, Norway, Panama, Union of Burma, Union of South Africa, United Kingdom (England and Wales), Uruguay, Venezuela.

As for ordinary teachers, a given group of head or deputy head teachers may all receive the same salary, or their salaries may be made to vary according to certain criteria, including the size of their school (Australia, Austria, Iceland, Ireland, Israel, Portugal, Syria, England and Wales in the United Kingdom, etc.), the age of the pupils in, and/or the level (junior, senior) of, their school (Australia, Indonesia, England and Wales in the United Kingdom, etc.), academic or professional qualifications, sex, and length of service.

It is of interest that generally speaking the only noteworthy difference in the structure of head and deputy head teachers' salary scales to those of the teachers' scales is that the number of increment intervals is usually less.

Previous Experience

In roughly half the countries covered by this inquiry, previous experience in another public or other capacity counts towards the determination of the new appointee's salary grading and pension rights. This would appear to be the case, for example, in Australia, Austria, Belgium, Canada, Chile, Denmark, the Dominican Republic, Eygpt, France, the German Federal Republic, Haiti, Iceland, Indonesia, Lebanon, Mexico, Monaco, Netherlands, New Zealand, Norway, Panama, Persia, the cantons of Basel-Town, Geneva, Neuchâtel, Valais, Vaud and Zurich in Switzerland, Turkey, the Union of South Africa, the United Kingdom (England and Wales), Venezuela, and Yugoslavia. In Greece, Italy and Japan, previous experience of the kind described would appear to affect only the pension rights of the new appointee.

Previous experience of the kind described would not appear to count towards the determination of the new appointee's conditions, in Ceylon, Colombia, Ecuador, Guatemala, Jordan, Pakistan, Portugal, Thailand (with one exception), or Uruguay (with one exception).

Table VII. Treatment of Previous Experience

Australia : A newly appointed secondary teacher with previous teaching experience is usually offered a salary above the scale minimum.

Austria : Previous experience counts in full, if it was in a public non-secondary school, and for half, if it was in a private school.

Belgium : Previous service counts towards calculation of salary.

Canada : Previous service counts towards salary grading.

Ceylon : Previous non-educational experience is not counted.

Chile : Previous experience in another public service counts towards determination of salary.

COLOMBIA : Previous experience in another cadre does not count.

DENMARK : Previous educational experience may count towards calculation of length of service.

DOMINICAN REPUBLIC : Previous service in another cadre may count towards the number of teaching hours and thus towards calculation of salary.

ECUADOR : Previous educational experience counts towards determination of salary.

EGYPT : Previous experience as primary teacher counts towards calculation of salary.

FRANCE : Previous educational experience counts to a certain extent towards calculation of salary.

GERMAN FEDERAL REPUBLIC : Previous public educational experience counts towards calculation of salary.

GREECE : Previous experience counts only as pensionable service.

GUATEMALA : Previous experience in another cadre counts towards calculation of salary.

HAITI : Previous experience in another cadre counts towards calculation of salary.

ICELAND : Previous experience in another cadre counts towards calculation of salary.

INDONESIA : From one to three thirds of previous educational experience counts towards calculation of salary.

ITALY : Previous experience in another cadre counts only towards calculation of entitlement to retire and retirement pension.

JAPAN : From 50% to 100% of previous educational experience counts towards calculation of salary.

JORDAN : Previous experience in another cadre does not count.

LEBANON : Previous educational experience (from the age of eighteen only) counts towards calculation of salary.

MEXICO : Previous educational experience other than in secondary education does not count towards calculation of salary, but may later influence promotion.

MONACO : As for France.

NETHERLANDS : Half (to a maximum of 20 years) of previous experience as primary teacher counts towards calculation of salary and pension.

NEW ZEALAND : Previous specialist experience may count in the case of specialist teachers towards calculation of salary.

NORWAY : Previous experience other than in secondary education may count towards calculation of salary.

PAKISTAN : Previous experience in another cadre does not count.

PANAMA : Previous experience in another cadre counts under certain conditions towards calculation of salary.

PERSIA : Previous experience in another cadre counts towards calculation of salary.

PORTUGAL : Previous experience in another cadre does not count.

SWITZERLAND : See reply from each canton.

THAILAND : Only previous specialized experience of value to teaching may count towards calculation of salary.

TURKEY : Previous experience in another cadre counts towards calculation of salary.

UNION OF BURMA : Secondary service is continuous with previous non-educational service, and salary is the same or commencing salary of a secondary teacher, whichever is the higher.

UNION OF SOUTH AFRICA : Secondary service is continuous with previous non-educational service.

UNITED KINGDOM (England and Wales) : Previous experience may give entitlement to salary additions and allowances.

URUGUAY : Previous educational experience does not count (with certain exceptions).

VENEZUELA : Previous experience in teacher training establishment counts towards calculation of salary.

VIETNAM : Previous experience in another cadre counts towards calculation of salary.

YUGOSLAVIA : Previous educational experience counts towards calculation of salary ; previous non-educational experience counts only for retirement purposes.

IV. — ALLOWANCES AND PRIVILEGES

In the majority of the countries collaborating in the present inquiry, secondary teachers are entitled to certain allowances and in many cases to certain privileges which they alone enjoy or, more frequently, share with all other government officials. The allowances and privileges in question, indicated in Table VIII, include a cost-of-living allowance, a residential allowance, a family allowance, a lodging allowance, a travelling allowance and privileges, and other allowances and privileges. The only countries where secondary teachers are not entitled to allowances would appear to be Cuba, Ecuador, Honduras, the United States, and Venezuela.

COST-OF-LIVING ALLOWANCE

Secondary teachers are entitled to a cost-of-living allowance, which appears generally to be an alternative to an increase of salaries to meet the increased costs, in about half of the countries replying to the present inquiry, including the following : Australia, Austria (300-328 % of salary), Canada, Ceylon, Chile, Denmark, Egypt, Finland (15 % of salary), German Federal Republic (40 % of basic salary), Iceland, India, Indonesia, Iraq, Israel, Italy, Japan, Jordan, Laos, Luxemburg, Mexico, Norway, Pakistan, Persia, Portugal (90 % of pre-war salaries), Sweden, cantons of Basel-Town (67-74 % of basic salary), Geneva (one sixteenth of basic salary), Neuchâtel (15 % of basic salary), Valais, Vaud, and Zurich (19 % of basic salary) in Switzerland, Syria, Thailand, Union of Burma, Union of South Africa.

Cost-of-living allowance may be expressed as a certain percentage of salary, as a lump sum, or in the form of a scale related to salary gradings.

Other factors causing variations in the amount of cost-of-living allowance within a given country include the existence of local differences in the cost-of-living (as between urban and rural areas, for example), the varying extent of family responsibilities, and sex.

Residential Allowance

Secondary teachers may be paid a residential allowance to compensate them for being posted to an isolated area where living conditions are more exacting than elsewhere, or to a large town where the cost-of-living is exceptionally high (in the latter case it differs little except in name from a cost-of-living allowance).

Among the countries covered by the present inquiry, secondary teachers may receive a residential allowance in Australia, Belgium, Denmark, France, India, Italy (residential allowance is included in cost-of-living allowance), Japan, Laos, Luxemburg, Mexico, Monaco, Persia, Spain, Thailand, the Union of South Africa, the United Kingdom (England and Wales), and Vietnam.

Family Allowance

In some of the countries replying to the present inquiry, secondary teachers receive a family allowance to help them meet their family expenses, including that of the education of their children. This allowance is generally proportional in amount to the number of children under a certain age (this age is usually sixteen or eighteen, or sometimes more in the case of children pursuing their studies), and in some cases varies in amount according to the age of the children.

The countries in which secondary teachers receive such an allowance, representing about half the countries covered, are Australia, Austria, Belgium, Brazil, Canada, Chile, Denmark, Finland, France, the German Federal Republic, Indonesia, Iraq, Ireland, Israel, Italy, Japan, Laos, Lebanon, Luxemburg, the Netherlands, Spain, the cantons of Basel-Town, Geneva, Neuchâtel and Valais in Switzerland, Syria, Turkey, Uruguay, Vietnam, and Yugoslavia.

In Belgium and France, secondary teachers are entitled to a " non-employed-wife " or " single-source-of-income " allowance.

In a few of the countries covered, including Israel, the canton of Neuchâtel in Switzerland, and Syria, family allowance is payable in respect of members of the family other than the children.

Lodging Allowance

In some of the countries covered, secondary teachers receive lodging assistance in the form of either an allowance or accommodation which is rent-free or has a relatively low rent.

Such assistance takes the form of an allowance in Austria, Ceylon, the German Federal Republic (where it varies in amount according to number of children and locality), Ireland (certain married men teachers and widowed women teachers), Japan (in some cases), the Netherlands

(in the case of teachers unable to find a house in the locality where they teach), Spain (in certain localities), Thailand, and Vietnam.

Such assistance takes the form of free accommodation mainly in the case of head teachers, notably those of boarding schools, which are more common at secondary than at primary level, and the countries where this is the position include Chile, Italy, Laos, Pakistan, Thailand, Turkey, and the United States. It takes the form of accommodation at a low rent for head teachers, in Australia and Belgium, and of certain lodging facilities (often at a boarding school) for teachers, in Colombia, Panama, the Union of Burma, and the Union of South Africa. A scheme exists in the Dominican Republic whereby secondary teachers may become the owners of a house.

Travelling Allowance and Privileges

Secondary teachers are entitled to an allowance for, or repayment of, travelling or removal expenses incurred when, for example, they are, transferred or sent on mission, in Australia, Ceylon (on first appointment and on transfer), Chile, Colombia, Denmark (head teachers of grammar schools), Egypt, France, Greece, India, Indonesia, Italy (on first appointment), Jordan, Laos, Lebanon, Luxemburg, Mexico, Monaco (certain teachers seconded from France for service in Monaco), Norway (eligible after a minimum of five years' service), Pakistan, Persia, Sweden, Syria, Thailand, Turkey, the Union of Burma, Vietnam, and Yugoslavia.

Secondary teachers are entitled to travelling privileges, including in some cases fare reductions throughout the year or on certain special occasions, in Canada, Ceylon (free railway travel six times a year for themselves and their family), Italy (45% reduction on State railways), Mexico, Syria (reduced rates on urban transport), Turkey (fare reductions on government shipping and railways during the holidays), the Union of South Africa (excursion rates on railways once annually), Uruguay (rail reductions during holidays, and on interprovincial bus services during working school year), and Yugoslavia (75% reduction on all means of transport once a year).

Other Allowances and Privileges

In some cases secondary teachers in the countries covered by the present inquiry are entitled to allowances and privileges other than those referred to above.

In Austria and the German Federal Republic, for example, secondary teachers forced by their duties to live away from home are entitled to a special allowance.

In Belgium, the German Federal Republic, and the canton of Neuchâtel in Switzerland, they are entitled to an allowance for expenses incurred in connection with the birth of their children ; in the German Federal Republic, Guatemala, Mexico, and Sweden, to an allowance for expenses incurred in connection with funerals ; and, in Ireland and Persia, to a marriage gratuity or allowance.

Secondary teachers holding certain qualifications receive an allowance on that account in Cambodia, Ireland, New Zealand, and the United Kingdom (England and Wales).

Other allowances and privileges to which secondary teachers may be entitled include an attendance or diligence allowance (Italy and Japan), a self-and-family holiday allowance (Belgium), a thirteenth month of salary (Italy), and a Christmas bonus (Salvador).

Secondary teachers, moreover, are entitled in a good number of the countries covered by the present inquiry, to certain privileges in respect of the education of their children. This is the case, for example, in Belgium, Egypt, the German Federal Republic, India, Iraq, Israel, Italy, Laos, Lebanon, Luxemburg, Mexico, Pakistan, Persia, Spain, Thailand, and Turkey.

They have certain privileges in respect of study travel with a view to further training, for example, in Cuba, the German Federal Republic, Haiti, and Italy.

They may obtain financial assistance in case of need in the German Federal Republic and Italy.

TABLE VIII. — MAIN ALLOWANCES AND PRIVILEGES

AUSTRALIA : Cost-of-living, special area, and family allowances. Accommodation at a low rental (some head teachers in rural areas). Travelling expenses and excess board allowances (on service transfer).

AUSTRIA : Cost-of-living allowance (300-328% of salary). Family and lodging allowances. Supplementary lodging allowance (teachers forced to live away from home).

BELGIUM : Lodging, residential, family, birth, non-employed-wife, and self-and-family-holiday allowances. Free lodging for some head teachers (slight reduction of salary). Free secondary education for children.

BRAZIL : Family allowance.

CAMBODIA : Educational bonus (150 piastres for teachers of primary education and 100 piastres for primary teachers per month). *Indemnité de chaire* for primary teachers of 15 piastres a month.

CANADA : Some school boards pay cost-of-living bonuses and family allowances. Reduced railway fares for conferences and certain holidays.

CEYLON : Cost-of-living and rent allowances, or occasionally free quarters in lieu of rent allowance (government teachers) and cost-of-living allowance (aided school teachers). Removal expenses on first appointment and on being transferred, and free travelling on railways six times a year for themselves and their families (government teachers).

CHILE : Cost-of-living and family allowances. Lodging for head teachers. Repayment of transfer expenses and an allowance equal to one month's salary.

COLOMBIA : Free board and lodging in schools with boarding accommodation, or food allowance in lieu for married teachers. The free lodging covers family needs in the case of head teachers. Repayment of personal travelling expenses in the event of transfer.

CUBA: No allowances. Scholarships and travelling facilities for study abroad.

DENMARK: Cost-of-living, residential, and family allowances. Lodging at low rental for head teachers, and travelling allowance for grammar school directors.

DOMINICAN REPUBLIC: Scheme whereby teachers may become owner of a house.

ECUADOR: No allowances except for certain administrative duties (relating to work of head or deputy head teachers and inspectors).

EGYPT: Cost-of-living allowance inversely proportional to salary, supplementary cost-of-living allowance for married teachers whose salary does not exceed £E 20 a month, and a removal allowance in case of transfer. Free secondary and higher education for children.

FINLAND: Cost-of-living allowance (15% of total income); family allowance (1,200 marks per month per child under sixteen years of age) and in some cases a residential allowance.

FRANCE: Residential, family, single-source-of-income, and transport allowances and a supplementary family allowance. Repayment of removal expenses in case of transfer and repayment of travelling expenses necessitated by work.

GERMAN FEDERAL REPUBLIC: Lodging allowance (varying in amount according to locality and number of children), cost-of-living allowance (40% of basic salary plus 3% in Hamburg and Berlin), family allowance (varying in amount according to number and age of children), special allowance (expenses of removal, living away from home, and travelling on duty), and in some cases a birth, illness, or death allowance, and financial assistance. Grants for study tours and for education of children.

GREECE: No salary supplements. Duty travelling allowance.

GUATEMALA: No salary supplements. Family entitled to funeral allowance.

HAITI: No salary supplements. Reduction of 50% on hospital charges for self and family.

HONDURAS: No salary supplements. Free education for one child in case of teachers with a minimum of ten years' service.

ICELAND: Cost-of-living allowance. Lodging at low rental for certain head teachers. One year's leave on full pay after minimum of ten years' service.

INDIA: Cost-of-living, travelling, and halting allowances. Fee concessions for children's education in case of teachers earning less than a certain maximum.

INDONESIA: Cost-of-living, children's, hotel expenses, and removal expenses allowances.

IRAQ: Cost-of-living, family, and travelling allowances. Facilities for education of children.

IRELAND: Family, rent (married men teachers, and widow teachers with children), qualifications, and language (Irish) allowances. Marriage gratuity.

ISRAEL : Cost-of-living and family (each member) allowances. Reductions in some cases on school fees for children.

ITALY : Cost-of-living (including residential), family, study, special work, and attendance allowances. Thirteenth month of salary (paid in December). Free lodging in some cases. Repayment of removal expenses on first appointment. Reduction of 45% on State railways. Facilities for loans. Scholarships for themselves and children, or free education of their children in cases of proven financial hardship. Free admission to State museums and libraries.

JAPAN : Cost-of-living, family, residential, coal (areas of severe cold), cold area, *diligence* (twice a year), and in some cases housing and research allowances.

JORDAN : Cost-of-living allowance, and repayment of removal expenses and four days' allowances when transferred.

LAOS : Cost-of-living, family, and residential allowances. Special allowances including lodging for head teachers. Service travelling expenses allowance. Reduction of 50% on boarding charges for children in secondary boarding schools.

LEBANON : Family allowance (£L 12 per child per month, to a maximum of £L 72). Repayment of removal expenses when transferred. Daily mission allowance. Reduction for self and family on government hospital charges. Priority of admission to schools for children.

LUXEMBURG : Cost-of-living allowance (in form of periodical adjustment of salary to cost-of-living index). Residential allowance (varying in amount according to salary, locality, and reduced to 75% in the case of single teachers). Family allowance. Repayment of removal expenses. Facilities for education of children.

MEXICO : Unhealthy area and cost-of-living allowances. Death gratuity for family. Medical attention and life insurance. Repayment of removal expenses when transferred. Priority in award of scholarships for children. Reduction on all means of transport during official holidays and on school journeys.

MONACO : In addition to allowances as for France, a lump sum of 100,000 francs for teachers seconded for service in Monaco, and a special allowance of 100,000 francs for the *agrégés* among them.

NETHERLANDS : Residential allowance (for teachers unable to find house in town where they teach), and family allowance. Travelling allowance (teachers working concurrently in two or more schools).

NEW ZEALAND : Single-source-of-income allowance under certain conditions. Repayment of removal expenses. Qualifications allowance.

NORWAY : Cost-of-living allowance. Repayment of removal expenses (after a minimum of five years' service).

PAKISTAN : Cost-of-living allowance (varying in amount according to salary). Free lodging when possible. Travelling allowance on transfer. Full exemption of education fees of first child (teachers with salary not exceeding a certain amount).

PANAMA : No salary supplements. Certain facilities in respect of board and lodging for head teachers of boarding schools.

PERSIA : Cost-of-living allowance (varying in amount according to salary). Residential allowance (in localities other than birthplace, and varying in amount according to distance from capital). Marriage allowance. Special allowance for head teachers and inspectors, and for teachers working in Persian schools abroad. Travelling allowance when transferred, varying in amount according to distance and salary. Exemption from tuition fees for children after a minimum of ten years' service.

PORTUGAL : Cost-of-living allowance (incorporated in salaries and amounting to 90% of pre-war salaries). Certain family allowances.

SALVADOR : Christmas bonus varying in amount according to salary.

SPAIN : Family allowance. Residential allowance in certain localities. Exemption from school fees for children.

SWEDEN : Cost-of-living allowance varying in amount according to locality. In certain cases, a "cold-area" allowance. Transfer allowance and travelling allowance when on duty. Death gratuity for family.

SWITZERLAND : See reply from each canton.

SYRIA : Cost-of-living allowance (incorporated in salary). Family allowance varying in amount according to grading and size of family. Repayment of transfer expenses. Reduced charges on urban transport, in cinemas, etc.

THAILAND : Cost-of-living and lodging allowance, and in some cases free lodging. Supplementary cost of living allowance in areas where cost-of-living is higher than average. Special areas allowance. Removal expenses allowance. Priority of admission to schools for children. Half fares on railways.

TURKEY : Family allowance (£T 10 per child). Lodging wherever possible for head teachers. Transfer allowances. Reduction of fares on government shipping and railways during holidays. Reductions at public boarding schools for children.

UNION OF BURMA : Cost-of-living allowance. Free lodging for heads of schools with boarding accommodation. Free lodging and allowance for teachers in charge of hostels. Transfer allowance beyond a certain distance.

UNION OF SOUTH AFRICA : Cost-of-living and supplementary cost-of-living allowances. Residential allowance in unhealthy areas. Free board and lodging in some cases. Reduction on railways once annually (for self only).

UNITED KINGDOM (England and Wales) : Residential allowance (in London area). Qualifications and special responsibilities allowances, etc.

URUGUAY : Family allowance (for teachers with salary not exceeding a certain amount). Reduction of fares on railways during holidays, and on interprovincial bus services during term time.

VIETNAM : Residential and family allowances. Repayment of expenses when transferred.

YUGOSLAVIA : Family allowance (3,000 dinars per annum per child). Free lodging in villages. Removal allowance when transferred.

Reduction of 75% on all means of transport *once annually*, and reduction of 40% (during the season) or 60% (during rest of year) *in all hotels* (for self and family).

V. — WELFARE SCHEMES

It is to be expected *a priori* that welfare or provident schemes in some form would be provided for secondary teachers, covering such matters as retirement, disability, and assistance to survivors, and such schemes do in fact exist in practically all the countries replying to the present inquiry. In roughly five sixths of the countries the schemes are administered by the employing authorities.

Retirement

It is gratifying to record that provision is made in practically all the countries replying to the present inquiry for a retirement scheme for secondary teachers. In five sixths of the countries participation in the scheme is compulsory.

In most cases secondary teachers pay monthly contributions to the scheme expressed as a percentage of salary and deducted from salary. That percentage varies from 2% to 11%, the average being in the region of 5%, as follows : Australia, variable percentage ; Austria, 4-5% ; Canada, 4-6% ; Ceylon, 4% ; Colombia, first contribution is a lump sum, thereafter 3% ; Denmark, 5% ; Ecuador, 7% ; Egypt, 7.5% ; France, 6% ; Greece, 4-6% ; Guatemala, 2% ; Haiti, 6% ; Iceland, 4% ; Indonesia, 2% ; Ireland, 5% ; Israel, 6% ; Italy, 6-8% ; Japan, 2% ; Laos, 6% ; Lebanon, 5% ; Monaco, 6% ; Netherlands, 2% ; New Zealand, variable percentage ; Norway, 10% ; Portugal, 4% ; Spain, 5% ; Switzerland, variable percentage ; Syria, 7% ; Thailand, 2% ; Turkey, 5% ; United Kingdom, 5% ; Uruguay, 8-11% ; Venezuela, 6% ; Vietnam, 6% ; etc.

In some instances a higher percentage of salary is payable as contribution to the retirement scheme, notably in cases where the scheme has only recently been established, or in respect of teachers entering the service and the scheme at a relatively late age.

In a few of the countries covered, secondary teachers are not required to make contributions to the scheme, the entire costs being borne by the employing authority (Belgium, Finland, German Federal Republic, Honduras, Luxemburg, Yugoslavia, etc.). In most of the countries covered, however, the employing authorities are required to contribute at least an equal amount to that contributed by the teachers.

The various conditions for entitlement to retirement on pension are indicated in Table IX. Such conditions include (a) age, (b) a certain length of service, (c) a combination of age and length of service.

(a) Attainment of a certain age would appear to be the sole condition of entitlement to retirement on pension, for example, in Ceylon, India, Israel, Japan, Norway, and the Union of South Africa. In these countries that age ranges from forty to sixty-five, forty being the minimum optional age for retirement, and sixty-five being the compulsory retiring age.

(b) Completion of a certain length of service would appear to be the *sole condition of entitlement to retirement on pension*, for example, in Chile, Greece, Guatemala, Honduras, Italy, Panama, Portugal, and Venezuela. In these countries the required length of service ranges from ten to forty-five years, ten representing the minimum and forty-five the maximum number of years countable as pensionable service.

(c) Attainment of a certain age and completion of a certain minimum number of years of service appear to form the most common condition for entitlement to retirement on pension in the countries covered by the present inquiry. In some cases the required age may be reduced in proportion to increased years of service. The combined condition would appear to be operative, for example, in Austria, Belgium, Cambodia, Canada, Colombia, Denmark, the Dominican Republic, Ecuador, Egypt, Finland, France, the German Federal Republic, Haiti, Iceland, Indonesia, Iraq, Ireland, Jordan, Laos, Lebanon, Luxemburg, Mexico, Monaco, the Netherlands, New Zealand, Pakistan, Persia, Salvador, Spain,Switzerland, Syria, Turkey, the Union of Burma, the United Kingdom (England and Wales), and Vietnam.

In some cases secondary teachers are entitled to retire on a reduced pension if they so wish, on completion of a certain minimum length of service. This appears to be the position, for example, in Austria (ten years' service), Ceylon (ten years' service), Egypt (fifteen years' service), France (fifteen years' service in certain instances), the German Federal Republic (ten years' service), Japan (three years' service), and Thailand (ten years' service). In a few cases secondary teachers who retire prematurely may be entitled, not to a reduced pension, but merely to repayment (with or without interest) of their contributions.

The commonest factors determining the amount of retirement pension are length of service, and the amount of last salary or average salary for a certain period immediately prior to retirement. In cases where teachers may retire on pension on attainment of a certain minimum age, the amount of such pension may be calculated simply as a percentage of last salary or average salary for a certain period immediately prior to retirement. The amount of retirement pension is sometimes subject to a certain minimum and/or maximum.

Disability

In most of the countries replying to the present inquiry secondary teachers unable to continue working on account of disability arising during or through their work, are entitled to retire on pension. This is the position, for example, in the following countries, subject to possession of a certain minimum length of service : Denmark (five years' service, and also a minimum age of thirty) ; Dominican Republic (five years' service) ; France (fifteen years' service) ; German Federal Republic (ten years' service) ; Greece (fifteen years' service) ; Honduras (fifteen years' service) ; Ireland (ten years' service) ; Luxemburg (ten years' service) ; Panama (twenty years' service) ; Salvador (eight years' service) ; Spain (twenty years' service) ; United Kingdom (England and Wales) (ten years' service) ; Venezuela (five years' service) ; Yugoslavia (five years' service).

Secondary teachers becoming disabled before they have completed the minimum length of service required for entitlement to disability pension, receive in some cases a lump sum equalling their contributions (with or without interest) to the retirement scheme.

The most common type of entitlement applied in the case of disability which does not arise during or through work, is that of retirement on a reduced pension.

TABLE IX. — RETIREMENT SCHEMES

AUSTRALIA : Contribution, varying in amount according to salary and insured amount of pension, to the superannuation scheme existing in every state, is generally compulsory. The employing authority also contributes. Conditions of entitlement to retire on pension vary from state to state. Resignation entitles teacher to repayment of contributions. Service disability entitles teacher to compensation under workers' compensation act of his state.

AUSTRIA : Insurance for old age, illness, accidents, and disability. Contributions amount to 4% (teacher-officials) or 5% (teacher-employees) of salary; government contributes equal amount. Entitlement to retire after a minimum of 10 years' service (teacher-officials) or after paying one hundred and eighty monthly contributions and reaching age of 65 (men teacher-employees) or 60 (women teacher-employees).

BELGIUM : Retirement pension scheme for which all contributions are paid by government, for government school teachers. Optional retiring age is 55 after 30 years' service. Retirement on disability pension irrespective of age, after 10, 5, or less than 5 years' service. Compulsory retiring age is 60 after a minimum of 15 years' service.

BRAZIL : *Pedro II Secondary School:* Compulsory scheme. Contributions of 5% of salary. Retirement on pension at age of 70, or before in case of disability. Optional retirement on pension after 35 years' service. Disability pension. *Federal District:* Mutual aid scheme. Retirement on pension after 30 years' service. *State of São Paulo:* Providential fund. Contributions of 100 cruzeiros per month. Retirement on pension amounting to last salary, after 30 years' service.

CAMBODIA : Compulsory retirement at 55, after 30 years' service. Optional retirement after 30 years' service. Reduced pension is granted after 20 years' service on demand or on health grounds.

CANADA : Pension scheme administered by provincial government or commissions including representatives of government, teachers, and, in at least one province, school trustees. Contributions of 4-6% of salary; variable contribution from government. Retirement age 55-60 (women) or 55-65 (men). A minimum of 20-35 years' service generally required. Amount of pension varies according to length of service.

CEYLON : Retirement pensions fund. Contributions of 4% of salary. Optional retirement at 55 (men) or 50 (women). Compulsory retirement at 60 (men) or 55 (women). Minimum of ten years' service.

CHILE : Compulsory welfare scheme administered by public employees' and journalists' fund. Retirement on pension after 30 years' service.

COLOMBIA : Compulsory scheme for all officials, administered by semi-public autonomous bodies. First contribution of one third of a month's salary, and thereafter contributions of 3% of salary. Government contribution amounts to 10% of annual budget. Retirement at 50, after 20 years' service. Disability pension.

CUBA : No official welfare scheme. Teachers are free to insure with private companies.

DENMARK : Welfare scheme administered by Ministry of Finance and communes. Contributions of 5% of basic salary. Government (in case of government schools) and government and communes combined (in case of municipal schools) contribute 8% of salary. Retirement at 60, provided appointment became permanent before age of 40. Disability pension.

DOMINICAN REPUBLIC : Retirement at 60, after 25 years' service. Pension varies in amount from 40% to 60% of last salary according to size of family and local cost-of-living index. Higher pension in case of teachers with a minimum of 30 years' service and of teachers on low salary. Retirement on disability grants after minimum of 5 years' service.

ECUADOR : Compulsory welfare scheme administered by national institute of social welfare. Contributions of 7% (retirement), 2% (unemployment), and 1% (funeral expenses) of salary. Retirement at 55, after 30 years' contributory service. Government contributes 3% of salary, and teacher 5%, to disability pensions fund.

EGYPT : Retirement at 60, after 15 years' service. Contributions of 7.5% of salary. *Government teachers:* pension; teachers with less than 15 years' service receive lump sum. "*Hors cadre*" *teachers:* teachers are entitled on retirement to their contributions plus 3% simple interest, or to convert these contributions into monthly pension. Possibility of retirement on medical grounds.

FINLAND : Government-administered retirement scheme. No contributions required. Retirement at 63, after 10 years' service. Full pension after a minimum of 30 years' service, or in case of disability. Reduced pension after 10 years' service.

FRANCE : Compulsory requirement and insurance scheme administered by government. Contributions of 6% of salary proper. Retirement at 60, after 30 years' service. Pension increased by 10% in case of teachers who have brought up three children to age of 16, and by 5% for each child subsequent to the third. Reduced pension in case of disability.

GERMAN FEDERAL REPUBLIC : *Permanent teachers:* No contributions. Retirement at age of 62 or 65 on pension amounting to 75% of last salary. *Teachers on contract:* Generally compulsory insurance. Contributions paid by teachers and employer. Retirement at age of 65 after a minimum of 15 years' service. Disability pension.

GREECE : Compulsory insurance. Retirement on pension after a minimum of 25 years' service. Full pension after 35 years' service amounting to 80% of last salary. Disability pension after 15 years' service.

GUATEMALA : Government administered welfare scheme. Contributions of 2% of salary. Retirement on pension after 20 years' service irrespective of age. Disability, sickness and accident pension.

HAITI : Government administered pensions fund. Contributions of 4% of salary and contribution from government. Retirement at age of 55 after 20 years' service, or at age of 50 after 25 years' service.

HONDURAS : Scheme administered by government and teachers' associations. Contributions paid by government. Retirement on pension after 30 years' service irrespective of age.

ICELAND : Compulsory national scheme. Contributions of 4% of salary paid by teacher and 6% by government. Retirement at age of 65 after 10 years' service.

INDIA : Optional scheme. Retirement at age of 65.

INDONESIA : Compulsory scheme. Contributions of 2% of salary. Retirement at age of 50 after 25 years' service.

IRAK : Compulsory scheme. Age limit is 63. Retirement also possible at age of 50 after 25 years' service, or in case of physical or mental disability.

IRELAND : Government administered optional scheme. Contributions of 5% of salary by teacher, and contributions from employer. Retirement at age of 60 after minimum of 10 years' service, or in case of disability.

ISRAEL : Contributions of 6% of salary by teacher, and equal amount from employer. Retirement at age of 65.

ITALY : Compulsory government officials welfare scheme. Contributions of 6-8% of salary by teacher, and equal amount from government. Retirement after 40 years' service irrespective of age. Disability pension.

JAPAN : Compulsory scheme. Contributions of 2% of salary and contributions from employing authority. Retirement at age of 40, at earliest. Disability pension.

JORDAN : No compulsory scheme exists. Retirement at age of 50 after 25 years' service. (Government has the right to retire teachers after 15 years' service.)

LAOS : Retirement at age of 65 after 30 years' service. Contributions of 6% of salary by teacher, and 14% by government.

LEBANON : Compulsory government-administered scheme. Contributions of 5% of salary. Retirement at age of 65, or possibly 55, after 30 years' service. Disability pension.

LUXEMBURG : Scheme for which all contributions are paid by government. Retirement at age of 60 after 30 years' service (men), or at age of 50 after 25 years' service (women). Disability pension.

MEXICO : Compulsory government-administered scheme. Contributions of 5.5% by teacher, and equal amount from government. Retirement at age of 55 after 15 years' contributory service. Disability pension.

MONACO : As for France.

NETHERLANDS : Contributions of 2% of salary. Retirement at age of 65 after 40 years' service. Disability pension.

NEW ZEALAND : Optional government administered scheme. Contributions by teacher varying in amount according to age on admission to scheme, and an equal amount from government. Retirement at age of 65 after 40 years' service (men), and at age of 55 after 30 years' service (women), Disability pension.

NORWAY : Compulsory government administered scheme. Contributions of 10% of salary. Retirement at age of 70 (men) or 65 (women). Disability pension.

PAKISTAN : Retirement at age of 55 after 30 years' service, or 25 years' approved service.

PANAMA : Compulsory scheme. Retirement generally after 28 years' service. Disability pension.

PERSIA : Retirement at age of 70 at most. Disability pension.

PORTUGAL : Compulsory scheme. Contributions of 4% of salary. Retirement after 15 years' service at least.

SALVADOR : Retirement at age of 60 (men) or 55 (women) after 20-29 years' service. Disability pension.

SPAIN : Government officials scheme. Contributions of 5% of salary. Retirement at age of 65 after a minimum of 20 years' service. Disability pension.

SWEDEN : Retirement at age of 65 or 66 after 30 years' service. Disability pension.

SWITZERLAND : See reply from each canton.

SYRIA : Government officials scheme administered by government. Contributions of 7% of salary. Retirement at age of 60 or after 40 years' service. Disability pension.

THAILAND : Contributions of 20% of basic salary. Retirement at age of 60 after a minimum of 10 years' service. Disability pension.

TURKEY : Government administered scheme. Contributions of 5% of salary, and equal amount from government. Retirement at age of 65 or after 25 years' service. Disability pension.

UNION OF BURMA : Compulsory government officials scheme. Retirement at 55 or 60 after a minimum of 10 years' service.

UNION OF SOUTH AFRICA : Each province has its own compulsory scheme. Contributions according to age on admission to fund. Retirement at age of 60 (men) or 55 (women).

UNITED KINGDOM (England and Wales) : Compulsory scheme administered by Ministry of Education. Contributions of 5% of salary, and equal amount from employer. Retirement at age of 60 after 30 years' service. Disability pension. Teachers are also subject to national insurance scheme.

URUGUAY : Scheme administered by professional associations with assistance from government. Contributions of 8-11% of salary. Retirement at age of 60 after 30 years' service (25 years in case of women).

VENEZUELA : Government administered scheme. Contributions of 6% of salary. Retirement after 25 years' service. Disability pension.

VIETNAM : Compulsory scheme. Contributions of 6% of basic salary by teacher, and of 20% by government. Retirement at age of 55 after 30 years' service. Disability pension.

YUGOSLAVIA : Government administered scheme. All contributions paid by government. Retirement at 55 after 35 years' service (men), or at 50 years after 30 years' service (women). Disability pension.

ASSISTANCE TO SURVIVORS

In the majority of the countries collaborating in the present inquiry the survivors of a secondary teacher who dies are entitled to some form of financial assistance.

The widow is generally entitled to a pension for life, or in some cases until such time as she remarries or a certain fixed period has elapsed. Such pension ranges among the countries concerned from 40% to 80% of the pension the deceased was receiving or was entitled to receive at the time of his death. The widower of a woman teacher is apparently only in very few cases entitled to a pension.

The orphans are also generally entitled to a pension amounting to a certain percentage of the pension the deceased was receiving or was entitled to receive at the time of his death, until they reach a certain age. The limiting age is usually sixteen or eighteen in the case of sons, and somewhat later in the case of unmarried daughters.

In some cases the survivors of a secondary teacher who dies are entitled to a lump sum in addition to a pension, or as the only form of compensation if the deceased had insufficient pensionable service to his credit, or as an optional alternative to a pension. The term survivors may in some cases be taken to include dependent parents and collateral kinsmen.

The contributions that secondary teachers make for entitlement to retirement pension generally cover also survivors' assistance rights, and only in very few of the countries covered are they required to make separate contribution for the latter.

TABLE X. — ASSISTANCE TO SURVIVORS

AUSTRALIA : Widow, and orphans under sixteen years, receive about 50% of deceased's pension.

AUSTRIA : Widow of teacher-official receives 50% of deceased's pension, to a minimum of 35% of basic sum, and an allowance for each child.

BELGIUM : Widow receives pension if deceased had minimum of one years' service, and was married for at least one year, varying in amount according to length of service, age and salary of deceased, and an allowance for each dependent child. Special terms (up to the age of 18 years) for children having lost both father and mother. Contributions of 6% of salary.

BRAZIL : *Pedro II Secondary School:* Widow (or disabled widower) and under-age or disabled children receive pension proportional in amount to contributions paid. *Federal District schools:* Survivors receive pension equal to one third of contributions paid. *State of São Paulo:* widow receives sum of 50,000 cruzeiros, and sons an equal amount.

CAMBODIA : Widow and under-age children receive half deceased's pension.

CANADA : Family receives pension amounting generally to half deceased's pension. If widow dies too, pension is transferred to children under sixteen or eighteen.

CEYLON : Survivors receive pension of variable amounts. Contributions of 2% of salary.

CHILE : Benefits under regulations of public employees fund.

COLOMBIA : Survivors of teachers in service entitled to deceased's pension, compensation and a funeral allowance. Survivors of teachers already retired entitled to deceased's pension for one year.

CUBA : Widow under certain conditions receives a pension for life.

DENMARK : Widow receives pension and cost-of-living allowance for life or until such time as she remarries, and children receive pension up to age of eighteen.

ECUADOR : Widow, sons up to nineteen years of age, unmarried daughters up to twenty-five years of age, and disabled children irrespective of age, receive a pension. Contributions of 5% of salary by teacher and 3% by government.

EGYPT : Widow, unmarried daughters, and sons up to age of eighteen receive three quarters of deceased's pension.

DOMINICAN REPUBLIC : Widow, children up to seventeen years of age, and deceased's mother, if dependent on deceased, receive pension for two months.

FINLAND : Widow (or widower), children under eighteen years of age, and disabled children irrespective of age, receive pension. Contributions of 1% of salary.

FRANCE : Widow (or widower) and children receive pension (see reply for details).

GERMAN FEDERAL REPUBLIC : Widow receives deceased's full salary for three months, then a pension. An allowance for children under eighteen years of age.

GREECE : Widow and children receive a pension if deceased had a minimum of fifteen years' service.

GUATEMALA : Widow and children receive pension.

HAITI : Widow receives pension until such time as she remarries, and children until they come of age.

HONDURAS : Widow receives pension until such time as she remarries or no longer enjoys a good reputation, children until they come of age or marry, and dependent parents.

ICELAND : Widow (or widower) and children under sixteen years of age receive pension, if deceased had a minimum of ten years' service, otherwise repayment of his contributions.

INDIA : Widow and children receive pension under certain conditions for maximum of five years.

INDONESIA : Family receives pension. Contributions of 7% of salary.

IRELAND : No provision made for pension to survivors.

ISRAEL : Widow, and children under eighteen years of age receive pension.

ITALY : Widow, under-age sons, and unmarried daughters up to age of twenty-five receive pension.

JAPAN : Survivors receive a pension or in some cases lump sum.

JORDAN : Widow and children receive pension if deceased had minimum of ten years' service.

LAOS : Widow and children receive pension if deceased had minimum of fifteen years' service.

LEBANON : Members of family, including dependent parents, receive pension.

LUXEMBURG : Widow and children under eighteen years of age receive pension.

MEXICO : Widow receives pension until such time as she remarries, and children up to eighteen years of age or irrespective of age if disabled.

MONACO : As for France.

NETHERLANDS : Widow and children receive pension. Contributions of 5% of basic salary by teacher, and of 16.1% by government.

NEW ZEALAND : Widow receives pension. Allowances for children up to sixteen years of age.

NORWAY : Widow (or dependent widower) and children receive pension.

PAKISTAN : No provision for survivors' pension.

PANAMA : No provision for survivors' pensions.

PERSIA : Widow receives pension until such time as she remarries, and heirs (including dependent brothers and sisters) until age of twenty or marriage.

PORTUGAL : Widow receives pension for life, and children until they come of age or marry (subject to certain conditions in respect of membership of fund).

SALVADOR : Widow receives pension until such time as she remarries, sons until age of twenty-one, daughters until marriage, and parents under certain conditions.

SPAIN : Widow and children receive pension.

SWEDEN : Widow (or widower) receives pension until such time as she (or he) remarries, children up to certain ages, and in some cases the divorced wife.

SWITZERLAND : See reply from each canton.

SYRIA : Widow receives pension until such time as she remarries, sons until age of eighteen or completion of higher education, and dependent daughters irrespective of age.

THAILAND : Widow and children receive pension.

TURKEY : Widow receives pension, and children until a certain age.

UNION OF BURMA : No provision as yet exists, but favourable scheme is under consideration by government.

UNION OF SOUTH AFRICA : No survivors pension fund exists. Widow or children receive lump sum, or under certain conditions deceased's pension is transferred.

UNITED KINGDOM (England and Wales) : No general scheme as yet exists. Teachers on retirement may allocate part of their pension for benefit of survivors. A death gratuity under certain conditions. Survivors benefits included in national insurance scheme to which teachers are now subject.

URUGUAY : Widow and children receive pension if deceased had minimum of ten years' service.

VENEZUELA : Family receives a lump sum amounting to deceased's salary for the last eighteen months.

VIETNAM : Widow receives pension until such time as she remarries, and allowance for children.

YUGOSLAVIA : Widow receives a pension under certain conditions, and children until age of seventeen, or twenty-four if still studying.

SICK LEAVE AND ASSISTANCE

In the majority of the countries covered by the present inquiry, secondary teachers are entitled to paid sick leave of a duration varying from country to country. Usually such leave is on full pay for a certain period, then on reduced pay for a certain period or, in some cases, for an indefinite period. In the case of prolonged illness, secondary teachers are generally placed on the reserve list and then, when it has been duly attested that they are unable to resume their duties, they become entitled to retirement as in the case of disability.

The factors determining the duration of paid sick leave include the short or long duration of the illness, the nature of the illness, and length of service. As already noted, the duration of paid sick leave is not invariably limited to a given period.

In some of the countries concerned secondary teachers are required to make separate contributions for sick leave benefits, while in others such contributions are included with the contributions paid for retirement rights. Insurance against illness, moreover, may be effected optionally or compulsory, according to country, with private or semi-public bodies.

In certain countries secondary teachers are entitled to repayment of their medical, medicines, hospital, and convalescence expenses, in full or, more usually, in part.

Women teachers are generally entitled to paid maternity leave, of usually at least two months' duration.

TABLE XI. — SICK LEAVE AND ASSISTANCE

AUSTRALIA : Sick leave for fourteen days a year on full pay (cumulative up to total of six months'), for a further period on half pay, and sometimes for a further period on third pay. Supplementary allowances from contributory funds.

AUSTRIA : *Teacher-officials:* sick leave and pay, retirement on disability pension. Contributions by teacher and government. *Teacher-employees:* sick leave for period on full pay, and period on half pay, and then on allowance. Contributions by teacher and government.

BELGIUM : Sick leave on full pay for two years.

BRAZIL : *Pedro II Secondary School:* sick leave for two years on full pay, then disability pension. *Federal District schools:* sick leave for one year on full pay and for one year on third pay. *State of São Paulo:* sick leave for up to four years on full pay, then retirement on full pay, irrespective of length of service.

CAMBODIA : No provision at present in force.

CANADA : Sick leave for certain period per annum (cumulative) on pay.

CEYLON : Sick leave, for up to nine months in case of tuberculosis. Two months' maternity leave.

CHILE : Benefits under public employees fund.

COLOMBIA : Sick leave for six months on pay.

DENMARK : Sick leave for one year or longer on full pay, or retirement on pension.

DOMINICAN REPUBLIC : Sick leave on full pay for two months and half pay for two months. Two months' maternity leave on full pay.

EGYPT : Sickness benefits. Contribution of 1% of salary.

FINLAND : Sick leave for thirty days on full pay, and for one-hundred-and eighty days on two thirds pay, then retirement on pension.

FRANCE : Sick leave for three months on full pay, and for three months on half pay, per annum. Long sick leave on pay. Maternity leave.

GERMAN FEDERAL REPUBLIC : Sick leave on full pay. Optional sick benefits fund.

GREECE : Free medical attention.

GUATEMALA : Accident and maternity insurance through the Guatemalan social welfare institute.

HAITI : Sickness, accident and disability benefits.

HONDURAS : Sick leave for one month on full pay and for two months on half pay.

ICELAND : Generally sick leave for two or three months on full pay. Tuberculosis leave.

INDIA : Generally sick leave on full pay for one year during whole course of service, and also in some cases for period on half or no pay. Maternity leave.

INDONESIA : Sick leave for six months on full pay and for six months on two thirds pay. Medical expenses allowance.

IRAQ : Sick leave benefits.

IRELAND : Sick leave on pay for up to one year in any period of four consecutive years. Tuberculosis leave.

ISRAEL : Sick leave for one month per annum (cumulative) on full pay, and for four months on half pay. Two month's maternity leave.

ITALY : Sick leave for sixty days on full pay, then on reduced pay. Medical expenses allowance. Contributions of 2% of salary.

JAPAN : Sick leave on pay. Tuberculosis leave. Benefits. Contributions by teachers and employing authorities.

JORDAN : Sick leave for one-hundred-and-twenty days on full pay.

LAOS : Sick leave for three months on full pay and for three months on half pay. Long sick leave.

LEBANON : Sick leave for one month on full pay, or longer. Retirement on pension. Tuberculosis leave. Three months' maternity leave on full pay.

LUXEMBURG : Sick leave on pay. Contributions by teacher and government.

MEXICO : Official scheme (see section on " retirement ").

MONACO : As for France.

NETHERLANDS : Sick leave for eighteen months on full pay and for eighteen months on half pay, then retirement on pension.

NEW ZEALAND : Sick leave with pay. Medical expenses allowance in case of accident on duty if " School Board " is liable. Maternity leave.

NORWAY : Sick leave for up to one year on full pay.

PAKISTAN : Sick leave. Maternity leave.

PANAMA : Sickness, accident and disability benefits.

PERSIA : Sick leave for up to one year on full pay. Long sick leave.

PORTUGAL : No provision except for tuberculosis.

SWEDEN : Medical expenses allowance.

SWITZERLAND : See reply from each canton.

SYRIA : Sick leave with pay.

THAILAND : Reduction on hospital charges.

UNION OF BURMA : Sick leave with pay. Maternity leave on full pay for one month and a half.

UNION OF SOUTH AFRICA : Sick leave for ninety days on full pay and for ninety days on half pay, per period of three years. Sick leave without pay.

URUGUAY : Sick leave on pay. Retirement on pension.

VENEZUELA : Sick leave for three months on full pay and for three months on half pay. Maternity leave.

VIETNAM : No provision for illness or accident allowance.

YUGOSLAVIA : Indefinite sick leave. Contributions paid by government.

VI. — FOREIGN SECONDARY TEACHERS

In the countries collaborating in the present inquiry the regulations concerning the appointment of foreign nationals to teaching posts in secondary schools show considerable differences from one country to another. The restriction placed on such appointment is, of course, greater in the case of public secondary than in that of private secondary schools.

The considerations on which the regulations are based include the existence of a shortage or a surplus of secondary teachers and the regula-

tions concerning the appointment of foreign nationals to public posts other than those in secondary education. In some of the countries covered the appointment of foreign nationals to teaching posts in secondary schools is limited to certain subjects, such as their mother tongue. In other cases it excludes certain subjects such as the history and geography of the country concerned, and civics, which it is felt should be taken only by the nationals of that country.

Wherever foreign nationals are eligible for appointment to teaching posts in secondary schools, they are naturally required to hold qualifications of at least an equal standing to those the teachers of the country concerned must hold.

They are, moreover, generally appointed on the basis of a contract covering a limited period.

The position in the countries replying to the inquiry, in respect of the eligibility of foreign nationals for appointment to teaching posts in secondary schools, is indicated in Table XII. It ranges from a total ban on the admission of foreign nationals to such posts, on the one hand, to their admission to such posts on the same terms as their colleagues of the country concerned, on the other.

Table XII. — Foreign Secondary Teachers' Eligibility for Appointment

Australia : Not eligible. British subjects not regarded as foreign nationals.

Austria : Eligible in case of private schools only. Contract of service as for Austrian subjects.

Belgium : Not eligible in principle or statutorily in case of government, provincial or communal schools, except for teaching certain special subjects.

Brazil : Eligible (unless naturalized) only for appointment on contract for limited period in case of public schools, and subject to limitation that certain subjects may be taken only by Brazilian subjects by birth. Eligible in case of private schools, subject to same limitation. Brazilian subjects are eligible for appointment in any of the states.

Cambodia : French subjects eligible, but maintain membership of French cadres, and conditions of service thereof.

Canada : Eligible, except in Alberta and Ontario. There is little teacher shortage at present time, however, and ordinarily appointment can be hoped for in the first instance only in rural or small communities.

Ceylon : Not eligible in case of government schools. Eligible in case of assisted or aided schools, if Ceylonese teachers not available, for appointment on two-year renewable contract.

Chile : Not eligible (except in case of University of Chile).

Colombia : Fully eligible except for teaching of Colombian history and geography, and civics. Terms of service the same as, or in some cases better than, those of Colombian subjects.

Cuba : Eligible.

DENMARK : Not eligible in case of public schools.

DOMINICAN REPUBLIC : Eligible in case of both public and private schools on same conditions as Dominican subjects.

ECUADOR : Eligible in case of both public and private schools for appointment on contract.

EGYPT : Eligible for appointment on contract on same conditions as Egyptian subjects. Entitled to expatriation allowance but not to retirement pension rights.

FINLAND : Eligible in case of public schools only for teaching of foreign languages and subject to possession of equivalent qualifications to those required by Finnish teachers.

FRANCE : Not eligible for appointment to either public or private schools. French subjects by naturalization not eligible less than five years after date of naturalization.

GERMAN FEDERAL REPUBLIC : Eligible for appointment on contract (not for permanent appointment) in case of both public and private schools on same terms as German subjects engaged on contract.

GREECE : Not eligible in case of either public or private schools.

GUATEMALA : Eligible in case of public schools if certain requirements are fulfilled, on same conditions as Guatemalan subjects, subject to a probationary period of one to three years before admission to statutory scale of salaries.

HAITI : Eligible in case of both public and private schools on same conditions as subjects of Haiti (pension rights excepted).

HONDURAS : Eligible for appointment on individual contract.

ICELAND : Not eligible unless they speak Icelandic (certain university posts excepted).

INDIA : Eligible, subject to possession of required qualifications, and acceptance of same conditions as those of Indian colleagues. (Indian subjects eligible for appointment in any of the states.)

INDONESIA : Eligible in case of both public and private schools, on terms as good as, and usually better than, those of Indonesian subjects.

IRAQ : Eligible in case of both public and private schools for appointment on contract.

IRELAND : Eligible on same conditions as Irish subjects.

ISRAEL : Eligible, subject to possession of necessary qualifications, on same conditions as Israeli subjects.

ITALY : Not eligible in case of public schools. Eligible in case of private schools on same terms as Italian subjects.

JAPAN : In case of public schools, need for foreign teachers does not arise (except for Korean subjects, who are often engaged as part-time instructors on same terms as Japanese subjects, in schools with many Korean pupils). In case of private schools, foreign teachers are sometimes employed.

JORDAN : Eligible in case of public schools on same conditions as Jordan subjects, except that duration of service is fixed by contract.

LAOS : Only French subjects eligible in case of public schools. Eligible in case of private schools, subject to possession of equivalent qualifications to those required by public school teachers.

LEBANON : *Eligible in case of public schools, subject to possession of required qualifications.*

LUXEMBURG : Not eligible in case of either public or private schools.

MEXICO : *Not eligible in case of public schools (unless naturalized).*

MONACO : Only French subjects eligible.

NETHERLANDS : Eligible in case of public schools only by approval of *head of government.*

NEW ZEALAND : Eligible on same conditions as New Zealand subjects.

NORWAY : Eligible, but Ministry gives agreement only in special cases, on *account of existing surplus of Norwegian teachers.*

PAKISTAN : Eligible in case of both public and private schools. Separate rules in case of public schools. (Pakistan subjects are eligible for appointment in any of the states.)

PANAMA : Eligible in case of both public and private schools on same conditions as Panama subjects, but only on basis of yearly renewable contract.

PERSIA : Eligible in case of public schools only by approval of parliament, *and on contractual basis.*

PORTUGAL : Eligible only in case of private schools.

SALVADOR : Eligible in case of both public and private schools, except *for teaching of history and geography.*

SPAIN : Eligible in case of public schools only for teaching of their mother tongue. Eligible in case of private schools on same conditions as Spanish subjects.

SWEDEN : Not eligible in case of government schools for either permanent or temporary posts.

SWITZERLAND : See reply from each canton.

SYRIA : Eligible in case of public schools for appointment on contract on same conditions as Syrian subjects. Eligible also in case of private schools.

THAILAND : Eligible in case of both public and private schools on conditions *as laid down by contract. They normally receive higher salary* than their Thai colleagues, and are entitled to special allowances.

TURKEY : Eligible in case of public schools subject to approval by Ministry of National Education, and with no entitlement to retirement pension.

UNION OF BURMA : Eligible only in case of private schools. (Burmese subjects eligible for appointment in any of the states.)

UNION OF SOUTH AFRICA : Eligible on certain conditions. (South African teachers going from one province of the Union to another enjoy the same conditions of service as the teachers already in that province, and even their accumulated leave and pension payments are transferred.)

UNITED KINGDOM (England and Wales) : Eligible for appointment to publicly maintained schools on same salary, superannuation, and

national insurance conditions as British subjects, subject to certain requirements in respect of academic qualifications.

UNITED STATES: Statutorily not eligible in about thirty-four states in case of public schools. Eligible in case of private schools.

URUGUAY: Eligible in case of public schools three years after date of naturalization. Eligible in case of recognized and private schools.

VENEZUELA: Eligible in case of both public and private schools, except for teaching of Venezuelan geography, history and literature, and civics.

VIETNAM: Eligible in case of public schools as non-attached teachers on same conditions as Vietnamese subjects. (Vietnamese subjects are eligible for appointment in any part of the country.)

YUGOSLAVIA: Not eligible. (Yugoslav subjects are eligible for appointment in any of the constituent republics.)

VII. — PRIVATE SECONDARY SCHOOL TEACHERS

A comparison of private secondary school teachers' conditions of service with those of their colleagues in public secondary schools would call for considerably more information than that given by the Ministries of Education in reply to the part of the questionnaire concerned with that matter.

It is nevertheless possible to observe a trend in the countries collaborating in the inquiry towards the reinforcement of the position of private secondary school teachers in regard to both salaries and welfare, in line with a general movement towards improvement of the conditions of work.

Thus in Finland, Indonesia, Israel, the Netherlands, Norway, and Pakistan, etc., teachers in private government-subsidized secondary schools enjoy conditions of service which are practically the same as those of their colleagues in public secondary schools. Such examples, however, are unfortunately the exceptions that prove the rule, and a similar position, notably in respect of salaries, is not to be found in the other countries replying to the present inquiry.

In some of the countries (notably Australia, Austria, Colombia, Honduras, and Uruguay), legislation exists which makes provision for social insurance for private secondary school teachers and in some cases for salary minima.

The overall impression nevertheless persists that in the majority of the countries collaborating in the present inquiry, private secondary school teachers' conditions of service are still governed only by the general labour legislation in force.

TABLE XIII. — REGULATIONS ON PRIVATE SECONDARY SCHOOL TEACHERS' CONDITIONS OF SERVICE

AUSTRALIA: Salaries in certain private schools in one state fixed by " Industrial Court ".

AUSTRIA : Government controls education in private schools, but not teachers' contracts of service except indirectly through social insurance laws.

BELGIUM : Recognized government-controlled private schools receive subsidy based on number of pupils.

BRAZIL : Regulations exist concerning tenure of office, salaries, and welfare.

CAMBODIA : Qualifications of a certain standard required.

CANADA : Salaries, pensions, etc., are generally a matter for arrangement by the parties concerned.

CEYLON : No guarantee of tenure of office.

CHILE : Curricula, which should be the same as in the public schools, and examinations controlled.

COLOMBIA : Salaries based solely on individual contract. Government pension at age of seventy and after minimum of fifteen years' service, amounting to 70 pesos a month.

DENMARK : Private schools receiving government subsidies of a certain size are required to follow in essentials the regulations for public schools.

DOMINICAN REPUBLIC : Salaries equal to, or higher than, those paid in public schools.

ECUADOR : Salaries fixed by agreement between parties concerned. Subsidies in some cases for payment of salaries.

EGYPT : Private schools brought under Ministry of Education in 1950 have same conditions of service as *hors cadre* teachers.

FINLAND : All private schools are subsidized (to extent of roughly 80% of expenditure), and teachers may be said to rank as government officials with comparable salaries and retirement pensions to those of public school teachers.

FRANCE : Labour legislation in force applies. Government subsidies intended for payment of salaries.

GERMAN FEDERAL REPUBLIC : One condition of authority to open a private school is that it shall provide its teachers with adequate legal and financial conditions.

GREECE : Qualifications same as those required for public school teachers.

GUATEMALA : Salaries generally lower than in public schools. In event of transfer to government service, service counts towards award of increments.

HAITI : Not eligible for admission to welfare fund, and thus not entitled to pension, or illness, accident, and funeral allowances.

HONDURAS : Government pension on retirement, and assistance for education of one child.

ICELAND : Generally same regulations as for public schools.

INDIA : Conditions of service vary considerably from one school to another. Salaries generally lower than in public schools.

INDONESIA : Salaries comparable to those in public schools, but no uniform scale.

IRAQ : Appointment by private contract. Qualifications controlled.

IRELAND : All recognized secondary schools are privately controlled institutions subsidized by government (the only government schools at secondary level are primary teacher training establishments).

ISRAEL : Generally speaking terms of service are same as those of other schools.

ITALY : The *pareggiate* schools have same salary scales as public schools. Other private schools required by law to pay certain salary minima, and institute disability and old age insurance.

JAPAN : Appointment by contract. Labour legislation applies.

LEBANON : Private schools enjoy freedom. Relations between their teachers and administration are governed by a law.

LUXEMBURG : No controlled private schools exist.

MEXICO : Technical and administrative control by Secretariat for Education. Expenditure met by trustees or owners. Labour legislation applies.

MONACO : Controlled by two inspectors.

NETHERLANDS : Same conditions in respect of salary, pensions and holidays as public schools.

NEW ZEALAND : Private schools are not subsidized, and are independent as regards employment of staff. Salary scales are mostly similiar to those of government service.

NORWAY : Opening of private schools statutorily controlled. Most private schools adopt government salary scales, but are not required to do so.

PAKISTAN : Private schools receiving grants-in-aid have same salary scales as government schools, and are required to abide by provincial rules and regulations for secondary school teachers.

PANAMA : No uniform salary scale or clearly defined regulations.

PORTUGAL : No government subsidies.

SALVADOR : No statutory requirements exist in regard to retirement or other pensions.

SPAIN : Regulations introducing conditions of service comparable with those in public schools issued in 1950.

SWEDEN : *Aided schools:* Same conditions in respect of salary and retirement as public schools ; schools required to contribute to retirement pensions fund ; government subsidies (60% of expenditure on salaries and contributions). *Non-aided schools:* conditions not uniform.

SWITZERLAND : See reply from each canton.

SYRIA : Conditions of employment fixed by individual contract.

THAILAND : Salaries in government-subsidized private schools normally lower than in government-controlled private schools, but status of teachers is same.

TURKEY : Salaries fixed by contract.

UNION OF BURMA : Only one private school is government subsidized. Its teachers have same conditions as public school teachers, except in respect of retirement.

UNION OF SOUTH AFRICA : Same conditions in government-aided schools as in public schools.

UNITED KINGDOM (England and Wales) : Private schools (in the strict sense of term as used in England and Wales) are not subsidized or controlled by government. Teachers in private schools recognized as efficient by Ministry of Education may participate in contributory pension schemes administered by Ministry.

UNITED STATES : Private schools are entirely free from government control. They may do as they see fit in respect of any of conditions of employment applicable to public schools.

URUGUAY : National council of secondary education authorized to demand dismissal of teachers who are incompetent or guilty of grave misconduct. Salaries fixed by a statutorily established committee composed of representatives of government, school managing committees, and teachers. Retirement pension.

VENEZUELA : Paid holidays. Teachers not entitled to participate in public school welfare schemes.

VIETNAM : Conditions of service different to those in public schools.

AUSTRALIA

From the reply sent by the Commonwealth Office of Education

SALARIES

Under the Commonwealth constitution, education is the responsibility of the states (New South Wales, Victoria, Queensland, South Australia, Western Australia, and Tasmania). The Commonwealth government is responsible only for education within its own Territories, and by a constitutional amendment of 1946 is empowered to provide financial assistance to students.

In two Territories a state acts as the agent of the Commonwealth: New South Wales in the Australian Capital Territory, and South Australia in the Northern Territory. In Papua and New Guinea, as in Nauru, the Department of Education is under the control of the "Administrator", who is responsible to the Commonwealth government. The Commonwealth meets the full cost of education in these Territories, including the payment of teachers' salaries.

Government schools, both primary and secondary, in each state, are administered under the authority of acts of the state parliaments by a department of the state government, known as the "Education Department" or "Department of Public Instruction". Teachers are subject to somewhat different regulations from other public servants in respect of such matters as leave, pensions, rights of appeal, transfer, and promotion.

Teachers may have a "temporary" or a "permanent" status. Almost all men teachers and the majority of women teachers have "permanent" status, which entitles them to contributory superannuation rights (usually compulsory), right of appeal against dismissal (dismissal of "permanent" teachers is rare, and usually for gross misconduct), and right of appeal against being passed over for promotion to senior positions.

There is no uniform salary scale throughout Australia. In South Australia and Victoria salaries are fixed by "Teachers' Tribunals", in Western Australia by the "Public Service Appeal Board", in Queensland by the "Industrial Court", in New South Wales by agreement with the "New South Wales Public Service Board" (from which appeal goes to the state arbitration court), and in Tasmania by government regulation. Salaries of teachers employed directly by the Commonwealth are fixed by the "Commonwealth Public Service Board", with the right of appeal to the "Public Service Arbitrator". Salary levels do tend, however, to some measure of equality, because marked differences between states are frequently cited before salary fixing tribunals as grounds for adjustment.

Apart from special "area" allowances, given below, all salaries are regularly adjusted (usually quarterly) in every state for changes in the general cost-of-living, as measured by an index prepared by the Commonwealth statistician.

The scale of salaries for secondary teachers in the most populous state, New South Wales, as on 1st January, 1953, is given in Table I.

TABLE I. — SCALE OF SALARIES OF PUBLIC SECONDARY SCHOOL TEACHERS IN NEW SOUTH WALES

(in £A per annum, as on 1st January, 1953)

Years of Service	Two-year Trained (Matriculated student with two years' full-time professional training)		Four-year Trained (University graduate plus one year's full-time professional training)	
	Men	Women	Men	Women
1	777	658	842	713
2	812	687	877	743
3	842	713	902	764
4	877	743	942	798
5	902	764	982	832
[illegible]	922	781	1,002	849
[illegible]	942	798	1,028	871
8	982	832	1,054	893
9	1,002	849	1,080	915
10	1,028	871	1,106	937
11	1,054	893	1,132	959
12	1,087	921	1,158	981
13	—	—	1,184	1,003
14	—	—	1,214	1,029

Heads of schools are paid a salary which depends on the classification of their school. The scale of salaries of the heads of "High Schools", which are separate schools offering a full five-year course, in New South Wales, is given in Table II.

TABLE II. — SCALE OF SALARIES OF HEADS OF HIGH SCHOOLS IN NEW SOUTH WALES

(in £A per annum)

	Years of Service 1	2	3	4	5
Men	1,447	1,497	1,547	1,597	1,647
Women	1,227	1,270	1,312	1,355	1,397

Teachers engaged on senior secondary work in some states have a slightly higher maximum salary. In New South Wales, progression beyond the 11th year of the scale for four-year-trained teachers depends on the "Director-General" certifying that the teacher has the qualifications necessary to teach senior secondary work, on the teacher being appointed to a school authorized to provide such instruction, and on his having a place on the "High School Promotions List".

University graduates receive a special allowance of £A 25 or £A 30 in some states, in others the possession of a university degree leads either to the teacher's commencing salary being higher than the minimum of the salary scale, or to his having the advantages of a salary scale which is higher than that available to a teacher without a degree.

There are no regulation maxima for hours, but secondary teachers engaged on evening instruction, such as technical classes, receive hourly rates appropriate to their additional duties, in addition to normal salary. These rates vary greatly depending on the work and differ from state to state. The average rate for men graduate teachers would be of the order of fifteen shillings an hour, while women teachers receive about 80% of the men's rates.

Promotion systems vary from state to state. Advancement to a prescribed maximum salary for a secondary teacher is, in general, automatic, subject to the teacher having the necessary academic qualifications and satisfactory service. Promotion to more responsible posts, such as senior master, deputy headmaster, and the like, is governed by published regulations in each state. Promotion is, in general, dependent upon teaching experience (seniority), academic qualifications, and efficiency. Maximum salary is reached, as indicated in Table I, in twelve or fourteen years.

The commencing salary of an experienced teacher entering the service of a State Education Department from a source other than its own training college depends on qualifications and experience. It is usual to offer a salary over the minimum but under the maximum.

Allowances and Privileges

Men and women teachers in public secondary schools are entitled to the following allowances:

(a) *Cost-of-living allowance.* Cost-of-living adjustments are made to teachers' salaries in the same way as they are to the wages and salaries of nearly all employees in Australia. The amounts have been included in the salaries quoted in Tables I and II.

(b) *"Special area" allowance.* This allowance is paid in certain areas in all states, and ranges from £A 12 to £A 200 per annum.

(c) *Travelling expenses allowance.* Travelling expenses (including removal costs) are paid generally when a teacher is moved by direction of the Education Department, but not necessarily when he is transferred at his own request.

(d) *Excess board allowance.* An additional allowance may be paid in most states to compensate a teacher for excess board or rent which he has to pay as a result of a transfer.

(a) *Rent allowance.* Some headteachers in country areas live in departmental residences for which a low rental is usually charged.

The above allowances are all paid by the State Education Departments.

In addition, teachers, like other citizens, may receive child endowment.

No special privileges other than those mentioned above are granted to the teaching profession. Teachers generally enjoy the same privileges as other public servants.

Additional Salaried Activities

In general, regulations forbid public secondary school teachers to combine their ordinary work with other salaried activities without written permission from the Education Department which employs them.

In general, work on examination boards is not paid.

Regulations on Working Hours

The majority of the states lay down five hours' instruction a day. Lessons are given generally from 9 or 9.30 a.m. to 3.30 or 4 p.m. on five days of each week.

Teachers are generally required to be on duty in the morning half an hour (quarter of an hour in some states) before the commencement of instruction.

There are no legislative provisions concerning the time that teachers must spend on the preparation of their lessons. All teachers must keep records on set dates, either weekly or monthly, of the future plan of work for a specified period. Headmasters in some states are required to reserve part of the week to the teaching and instruction of student teachers and junior staff.

Teachers enjoy about ten weeks' leave a year on full pay. In some states teachers in remote areas receive up to an extra week's leave. In addition, all states and the Commonwealth provide long service leave on full pay, usually on the basis of three months for every ten years' service.

Welfare Schemes

Retirement. A system of superannuation is in force in every state. Contribution to the superannuation fund is compulsory in most states, and in the others the majority of teachers contribute. In most states the superannuation fund is administered by a statutory board on which teachers are represented.

The conditions of superannuation vary from state to state. The following rules generally hold. (a) All permanent staff are eligible for superannuation. (b) The scale of pensions depends on the scale of contributions for which there is a statutory minimum and a maximum which is determined by reference to the teacher's salary. The maximum pension for which teachers may contribute is usually about one half of salary. (c) No deposit is required. (d) Teachers' contributions are deducted from salary. (e) The employing authority also contributes. (f) In the event of resignation a teacher receives back his own contributions.

Survivors' pensions. Dependants of a deceased teacher receive a pension. The widow gets approximately one half of the retirement pension, and additional amounts for each child under sixteen years of age.

Illness. Conditions of sick leave vary from state to state. The Education Department grants full salary for fourteen days' sick leave each year, which may be cumulative from year to year up to a total of six months. After this period a teacher may receive half pay for a further

period and sometimes one third pay for a further period. These amounts may be supplemented by payments from contributory superannuation funds. In the event of retirement through sickness, a teacher is entitled to his pension under the superannuation scheme.

Disability. If a teacher is injured at school, or while travelling to school, he is normally entitled to payments under the appropriate State Workers' Compensation Act.

Foreign Teachers

A teachers' exchange scheme operates with Canada, New Zealand, Southern Rhodesia, the Union of South Africa, and the United Kingdom, but very few teachers go to countries other than the United Kingdom. There is another scheme of teacher exchange with the United States of America. All these exchanges, however, are for a limited period, usually one year.

Except in the case of aliens who have taken up permanent residence in Australia, foreign teachers are not accepted by state Education Departments. British subjects are not regarded as foreign teachers [1].

Private Schools

The salaries of teachers in certain private schools in Queensland are fixed by the " Industrial Court ".

Other private schools are not subject to any externally prescribed salary scales for their teachers.

Miscellaneous

Salaries of graduate teachers in secondary schools are comparable with those of graduates employed in professional positions (e.g., engineers and architects) in the public service. The salary range of such teachers (£A 825 to £A 1,150) begins a little above the average annual wage in the whole community (£A 800), and is £A 225 higher than the minimum adult male wage (£A 600 per annum) which is legally payable to an unskilled worker and which is known as the " basic wage ".

The differences in regulations applying to men and women relate to employment, promotion, and salary.

Married women may not in general be employed as " permanent " teachers, although this rule has now been changed in one state. Women teachers must resign in most states on marrying. Married women are employed as temporary teachers, and thus do not compete for promotion with men and women permanent teachers.

Promotion positions open to women are different and fewer than those open to men. Men rarely serve under a woman, the chief female promotion positions being in girls' schools staffed entirely by women. The same rules of promotion apply to each sex.

Salaries paid to women are approximately 80% of those paid to men in equivalent positions.

[1] For further information, see the Unesco publication " Study Abroad ".

AUSTRIA

From the reply sent by the Ministry of Education

Salaries

The majority of public secondary school teachers in Austria rank as government officials. The remainder are engaged on contract, and rank as government employees with private law status.

The teacher-officials have permanent appointments, while the teacher-employees are appointed for an indefinite or definite period, according to their contract. The salaries of both are paid the government.

Public secondary school teachers are classified in the following three categories, on the basis of their qualifications and the subjects they teach :

L 1. Teachers holding a university qualification in arts, science, music, visual arts, commerce, technology, agriculture, or forestry. Teachers of technical subjects or art, with many years' experience, and recognized as competent specialists.

L 2a. Teachers of technical subjects, commerce, art, homecraft, agriculture, or forestry, who hold the secondary leaving certificate and a teaching certificate in their subjects. Teachers of technical subjects and crafts who hold a trade certificate and have many years' teaching experience.

L 2b. Teachers of practical work (workshops, laboratories) with a foreman's or junior secondary technical school certificate and many years' teaching experience. Teachers holding a teaching certificate for one branch of music. Teachers of practical work who have had secondary education and hold a teaching certificate in the subject they teach.

The salary scale of public secondary school teachers, as fixed by a law dated 12th December, 1946, is given in Table I.

In addition to the salaries indicated in that table, they receive a cost-of-living allowance; details of which are given below, and two bonuses (June and December) each amounting to one twenty-fourth of annual salary.

Salaries are the same for both sexes.

Headmasters receive, in addition to the cost-of-living allowance, a salary supplement varying in amount according to the size of their school from 1,680 and 2,400 schillings per annum.

Probationers are not paid a salary, but receive a maintenance allowance of 900 schillings (if unmarried) or 950 schillings (if married) per annum.

A small number of the teacher-employees, notably those who replace teacher-officials who are ill or on leave, are paid by the hour at the rate of 210 schillings per annum, plus the cost-of-living allowance, for one hour a week.

Supplementary hours beyond the statutory maximum of hours are paid for at the rate of 3% of the average salary of the teacher's salary category.

TABLE I. — SCALE OF SALARIES
(in schillings per annum)

Years of Service	Teacher-Officials L 1	Teacher-Officials L 2a	Teacher-Officials L 2b	Teacher-Employees L 1	Teacher-Employees L 2a	Teacher-Employees L 2b
1 - 2	3,792	3,240	2,880	4,080	3,504	3,120
3 - 4	4,080	3,432	3,072	4,512	3,792	3,408
5 - 6	4,440	3,624	3,264	4,944	4,080	3,696
7 - 8	4,800	3,816	3,456	5,376	4,368	3,984
9 - 10	5,160	4,188	3,648	5,808	4,848	4,272
11 - 12	5,640	4,380	3,840	6,240	5,136	4,560
13 - 14	6,120	4,620	4,080	6,672	5,424	4,848
15 - 16	6,600	4,980	4,440	7,104	5,715	5,139
17 - 18	7,080	5,340	4,800	7,536	6,000	5,424
19 - 20	7,560	5,700	5,160	7,968	6,288	5,712
21 - 22	8,040	6,240	5,520	8,400	6,768	6,000
23 - 24	8,520	6.600	5,880	8,832	7,056	6,288
25 - 26	9,000	6,960	6,240	9,264	7,344	6,576
27 - 28	9,480	7,320	6,600	9,696	7,612	6,844
29 - 30	9,960	7,680	6,960	10,128	7,920	7,152
31 - 32	10,440	8,040	7,320	10,560	8,208	7,440
33 - 34	11,040	8,400	—	—	8,592	—
35 and over	11,640	—	—	—	—	—

As will be seen from Table I, increments are awarded every two years, and maximum salary is generally reached after thirty-four years' service.

All former years of service in a public non-secondary school, and half the former years of service in a private school, count towards the determination of salary category.

Allowances and Privileges

Like all government officials and employees, secondary teachers are entitled to the following allowances:

(a) Cost-of-living allowance. At present this allowance amounts to between 300% (higher salary categories) and 328% (lower salary categories) of salary, and by 1st December, 1955, in accordance with decrees already issued, will increase to between 370% and 410% of salary.

(b) Lodging allowance. This allowance amounts to 30 schillings per month.

(c) Supplementary lodging allowance. This allowance is payable if a teacher is obliged through shortage of accommodation to live away from home.

(d) Family allowance. This allowance is paid to married teachers, and amounts to 72 schillings per month, plus 170 schillings per month per child under twenty-one years of age, or without limit of age in the case of a child unable to work.

Additional Salaried Activities

Public secondary school teachers are entitled to engage in private salaried activities provided these do not prejudice the performance of their ordinary duties. The education authorities must be informed of such activities, but the express approval of the Ministry of Education is required only in the case of a private school headmastership or a managerial post in industry or commerce.

Secondary teachers are eligible for election to parliament, and if elected are granted leave of absence on full pay for the duration of their mandate.

Teachers receive an allowance for work on examination boards.

Regulations on Working Hours

Public secondary school teachers are required to work nineteen hours (languages), twenty-one hours (science), twenty-five hours (other academic subjects), or thirty-two hours (practical instruction in workshops, etc.) per week, or, in the case of teachers whose time-table for reasons beyond their control is incomplete, sixteen, eighteen, twenty-two, or twenty-eight hours per week respectively.

They enjoy two months' holiday in summer (July and August), ten days at Christmas, ten days at Easter, and ten days on the occasion of religious and public holidays. All holidays are fully paid.

Welfare Schemes

Public secondary school teachers are insured against illness, accidents, and disability with a company guaranteed by the government.

Retirement. Teacher-officials are entitled to retire on pension after a minimum of ten years' service, and teacher-employees after paying one-hundred-and-eighty monthly contributions and reaching the age of sixty-five (men) or sixty (women).

Retirement pension in the case of teacher-officials amounts to 40% of a basic sum (78.3% of last salary) after ten years' service, plus 2% of such sum for each year of service in excess of ten. In the case of teacher-officials with certain higher qualifications, each three years of actual service count as four years' pensionable service.

Teacher-officials contribute 4% of salary to the retirement pensions fund. Teacher employees contribute 5%, and the government an equal amount.

Survivors' pensions. The widow of a teacher-official is entitled to a pension and an allowance for each child. The pension amounts to 50% of the pension the deceased was receiving or was entitled to receive at the time of his death, to a minimum of 35% of the basic sum (78.3% of last salary) referred to above. The allowance per child amounts to one-fifth of the widow's pension. If both father and mother are dead, the pension payable to the children amounts to one-half the widow's pension.

Illness. In the case of illness or accident, teacher-officials continue to receive full pay, and if unable to resume their duties, are retired on pension.

In a similar case, teacher-employees continue to receive their salary for a period varying according to length of service from six weeks to six months, and then half salary for a similar period. If still unable to resume their duties, they receive an allowance from the sickness fund amounting to a maximum of 75% of last salary.

Contributions to the sickness fund amount to 4.4% of salary, in the case of teacher-officials, and 7.5-9.25% of salary in the case of teacher-employees. In both cases the government pays half the contribution.

Foreign Teachers

Foreign nationals are eligible for appointment to teaching posts in private schools only. Their contracts of service are the same as for Austrian subjects.

Private Schools

All private schools are subject to government control, in regard to the education they provide. The government exercises control, however, over the contracts of service of teachers in such schools, only insofar as the laws on social insurance apply to them. Those teachers have, in fact, an identical position with regard to social insurance as the teacher-employees in public schools.

BELGIUM

From the reply sent by the Ministry of Education

Salaries

Teachers in public secondary [1] schools in Belgium may be regarded as public servants, inasmuch as they perform a public service, but they do not rank in the strict sense as government officials, and have different statutes and salaries from the latter.

They are guaranteed tenure of office only if their appointment has been made permanent by royal decree, or by decision of the *Députation permanente* or a communal council. Regulations exist covering dismissal and teachers' rights and powers of appeal in this connection.

Secondary teachers' salaries are paid by the government, in the case of State schools, and by the provinces, the communes, the authorities under the communes, or private organizations, in the case of schools administered by one of these. The government makes a subsidy to technical and normal secondary schools for the payment of teachers' salaries, covering at the present time the whole of such salaries.

Secondary teachers have scales of salaries which are uniform throughout the country, and are the same for both sexes.

An *agrégé* teacher in a junior secondary school is on a scale ranging from 82,000 Belgian francs (at the age of 23 years) to 144,000 Belgian francs a year.

An *agrégé* teacher in a senior secondary school is on a scale ranging from 114,000 (25 years) to 198,000 Belgian francs a year.

Full-time temporary and probationary teachers are on the same scales.

Supervisors of studies in secondary schools are on a scale ranging from 139,000 (25 years) to 230,000 Belgian francs a year.

Headmasters are on a scale ranging from 108,000 (25 years) to 186,000 Belgian francs a year.

The salaries of teachers in technical secondary schools are in essentials the same.

Part-time secondary teachers are on a weekly basis at a rate varying according to their qualifications and number of hours.

Supplementary hours, in the sense of hours above the maximum number of hours constituting a full time-table, and taken in the school where the whole or the greater part of the teacher's work is done, are paid for at a rate varying according to the minimum salary of the type of work in question and the minimum number of hours constituting a full time-table.

[1] In accordance with new legislation, the term "secondary" *(secondaire)* now applies in Belgium to all schools, whether general, technical, art, complementary, or otherwise, that follow primary education and cater for children of twelve years of age onwards. Such schools generally have a six-year course divided equally into a junior and a senior level. The main emphasis in the present report, however, is given to "secondary" schools in the traditional sense of the term, i.e., to general secondary schools.

Maximum salary is reached after about twenty-four years in the case of senior secondary teachers, and after twenty-six years in the case of junior secondary teachers.

Recognized former service counts in the determination of salary, at a rate varying according to the nature and the number of years of such service, but in principle the salary fixed is equivalent to the minimum rate plus supplements.

Allowances and Privileges

Secondary teachers are entitled to lodging and residential allowances, a family allowance, a birth allowance, a non-employed wife allowance, and a self-and-family holiday allowance, on the same conditions and at the same rates as other ministerial staffs.

Certain headmasters are entitled to living accommodation, heating, and lighting, as they are required to be constantly present. For such allowances in kind they contribute 12.5% of salary at source.

The only privilege secondary teachers enjoy, and one which is not shared by other public servants, is that secondary education for their children is free.

Additional Salaried Activities

Secondary teachers are in principle permitted to combine their ordinary work with other educational work, and no hard-and-fast ruling exists on the matter. Permission to do so is granted, provisionally, by a special committee connected with the Prime Minister's services.

Additional work on examination boards is paid.

Regulations on Working Hours

The hours the various categories of secondary teachers are required to work per week are as follows :

Senior secondary teachers of the mother tongue	18 hours
Other senior secondary teachers	19 ,,
Junior secondary teachers of the mother tongue	20 ,,
Other junior secondary teachers	21 ,,

Assistant teachers in the various types of secondary schools are required to work thirty-six hours a week, and instructors (homecraft, pre-industrial classes, technical school theoretical and practical classes) twenty-five hours.

Secondary teachers enjoy the following holidays : (a) Sundays, and 11th November, 15th November (king's birthday), 1st May, Ascension Day and Whit Monday ; (b) 31st October to 3rd November, the Saturday preceding Lent to Shrove Tuesday (inclusive) ; (c) 24th December to 3rd January, Saturday preceding Palm Sunday to Low Sunday, and 1st July to 31st August.

All holidays are fully paid.

Welfare Schemes

Retirement. State secondary school administrative and teaching staffs are entitled to retire on a pension for which all contributions are paid by the government from its general budget.

Retirement pensions in the communes and provinces are paid from special funds.

The optional retiring age in the case of State secondary school staffs is fifty-five, and the required minimum length of service is thirty years.

In the case of illness causing them to be unable to fulfil their duties, teachers are entitled to a pension without age condition after a minimum of ten years' service, and after a minimum of five years if the illness arises in the course of service. They are also entitled to a pension without age condition in the case of disability arising from injuries or accidents in the course of service. Persons of these categories who are sixty years of age and have a minimum of fifteen years' service are automatically placed on full retirement pension.

Retirement pension amounts to one fifty-fifth of average salary during the last five years (or the most favourable period of five consecutive years, if salary has been reduced for reasons beyond the control of the teacher concerned) for each year of service. If it so happens that part of service has been done at primary level, then the fraction is not one fifty-fifth, but one fiftieth.

Pension in the case of teachers disabled in the course of service amounts to one quarter of last salary plus one fifty-fifth (or one fiftieth) of same for each year of service in excess of five. If on the occasion of disablement the teacher showed remarkable courage or devotion, then his pension may be increased to one third of last salary irrespective of years of service in excess of five.

Pensions amounting to less than 1,290 Belgian francs (nominal rate) are raised to one half the salary serving as basis of calculation, to a maximum of the sum named.

Pension may in no cases exceed three quarters of the sums serving as basis of calculation, or the sum of 83,250 Belgian francs (nominal rate) whichever is the lower.

Former non-educational service in a government administration, the colonies or the army counts towards calculation of pension, at the rate of one sixtieth.

Maximum pension payable in the case of colonial service and war establishment army service is nine tenths of the average salary serving as basis of calculation.

Survivors' pensions. The widow of a secondary teacher is entitled to a pension if the deceased had completed a minimum of one year's service, and had been married for not less than one year.

Children who have lost both father and mother are entitled to a pension until the age of eighteen, if the deceased father or mother had a minimum of one year's service rendering him or her eligible for a retirement pension payable from public funds.

Orphans whose mother is living but is not eligible for a pension are also entitled to a pension similar to that awarded to children who have lost both father and mother.

Widow's pension amounts to 30% of average salary during the last five years for up to the first twenty years' service, plus 1% of same for each year of service in excess of twenty.

In addition, moreover, to her pension, a widow receives an allowance for all legitimate or legitimized children of the deceased under eighteen years of age, and irrespective of whether or not she is the mother of same. Such allowance amounts to 5% of the sum serving as basis of calculation of pension, for the first child, 3% of same for the second child, and 2% of same for each subsequent child.

Widow's pension (exclusive of any allowance for children) may not exceed a maximum of 50% of the salary serving as basis of calculation.

Widow's pension (exclusive of any allowance for children), moreover, if the deceased was a minimum of ten years older than his wife, is reduced by from 1% to 5% for each full year of difference between their ages.

Pension of children who have lost both father and mother amounts to six tenths of the widow's pension (regardless of any age difference there may been between the deceased couple), for one child, eight tenths of same, for two children, and ten tenths of same, for three children, plus 5% of basic salary for the fourth child, 3% of same for the fifth child, and 2% of same for each subsequent child.

Teachers with either permanent or temporary appointments are required to contribute 6% of salary to the survivors' pensions fund.

Illness. Public secondary teachers who fall ill, have an accident, or become disabled, are placed on the reserve list. They receive a salary amounting to last salary (including supplements), for the first two years on the reserve list, and that amount is then reduced by 25% (unmarried teachers) or 20% (married teachers, or widowed or divorced teachers with two or more dependent children) for each subsequent year.

Foreign Teachers

Both in principle and in accordance with existing legislation, only Belgian subjects by birth or naturalization are eligible for appointment as supervisors of studies, headmasters, or teachers in any schools administered by the government, the provinces or the communes.

An exception to this ruling is made in the case of secondary teachers of modern languages, visual arts, music, physical education, needlework, and certain technical school subjects. The conditions of eligibility in these cases are fixed by the government.

Private Schools

In accordance with a ministerial decree, recognized government-controlled private general secondary schools receive a subsidy based on the number of duly inscribed and effective enrolments and whose amount may vary from year to year.

The salaries of teachers in private technical secondary schools are paid by the government, direct to the teachers, on the basis of the scales indicated above. If those teachers have equivalent qualifications, they receive the same salaries as the teachers of general courses.

Miscellaneous

Conditions of service are the same for both sexes.

BRAZIL

From the reply sent by the Ministry of Education and Culture [1]

Salaries

Public secondary school teachers in Brazil rank as officials of the federal government, the federated states, or the municipalities, and their salaries are paid by the authority under which they come.

The so-called *catedráticos* teachers have permanent appointments, and may be dismissed only by judicial order. The tenure of office of other certificated teachers is guaranteed after two years' service, and that of auxiliary teachers if they had a minimum of five years' service at the time of the declaration of the country's new constitution.

The three categories of public secondary school teachers (federal government, state, and municipal) each has its own scale of salaries. The scale of salaries of the teachers in Pedro II Secondary School, the only school of its kind administered by the federal government, is as follows :

TABLE OF SALARIES OF TEACHERS AT PEDRO II SECONDARY SCHOOL

(in cruzeiros per month)

Catedráticos teachers	8,400
Other certificated teachers	4,310
Auxiliary teachers	1,720
Supernumerary teachers	6,080
Supernumerary teachers	7,230
Hourly rate (one hour a week in parallel classes)	100-300

Catedráticos teachers are entitled to a bonus on completion of ten years' service, amounting to the difference between their actual salary and that of the next higher grading, and another bonus on completion of twenty years' service, amounting to the difference between their actual salary and that of the next higher grading on the federal officials' scale of salaries. Former federal, state or municipal service in an educational capacity counts in the calculation of length of service for this purpose. *Catedráticos* and other certificated teachers are entitled to a 15% increase of salary after twenty years' service, and a 25% increase after twenty-five years' service.

Head teachers at the Pedro II Secondary School receive an addition to salary of 12,000 cruzeiros per annum.

Teachers in secondary schools administered by the prefecture of the Federal District receive a salary of 8,400 cruzeiros per month, and a 20% increase every five years, to a maximum of 16,800 cruzeiros per month. Head teachers in these schools receive a commencing salary of 10,900 cruzeiros per month.

[1] On account of the great differences among the states and municipalities in respect of secondary teachers' salaries and living conditions, the information given concerns only the Federal District and the state of São Paulo (the latter has 55% of all government schools in Brazil).

Teachers in secondary schools administered by the state of São Paulo receive a salary of 5,500 cruzeiros per month, and a bonus of 400 cruzeiros per month every five years. Head teachers receive a salary of 8,000 cruzeiros (junior secondary stage) or 9,000 cruzeiros (senior secondary stage) a month.

Supplementary hours are paid for at the rate of 100 cruzeiros (Pedro II Secondary School) or 60 cruzeiros (Federal District).

At the Pedro II Secondary School there are at the present time 35 *catedráticos* teachers, 16 other certificated teachers, 18 auxiliary teachers, and 191 supernumerary teachers. In the Federal District secondary schools there are 215 teachers, and in the secondary schools administered by the state of São Paulo, 3,000 teachers.

Allowances and Privileges

The teachers at Pedro II Secondary School and those in Federal District secondary schools are entitled to a family allowance of 150 cruzeiros per month for each child under twenty-one years of age, for each disabled child, for each unmarried daughter without means, and for each student son until the age of twenty-four. Teachers in secondary schools administered by the state of São Paulo receive a family allowance for each son under eighteen years of age, or without age limit in the case of a disabled son without means.

Additional Salaried Activities

Public secondary school teachers are entitled to combine their ordinary work with (a) scientific or technical activities related to their teaching, (b) the post of judge, and (c) private lessons, teaching in private schools, publication of textbooks, etc.

Regulations on Working Hours

Teachers at Pedro II Secondary School and in Federal District secondary schools are required to devote a total of eighteen hours a week to teaching and supplementary activities, and teachers in secondary schools administered by the state of São Paulo, twelve hours, plus twelve extraordinary hours paid for at the rate of 60 cruzeiros.

Public secondary school teachers enjoy thirty days of holiday in July, and sixty days (15th December-15th February) at Christmas. All holidays are fully paid.

Welfare Schemes

Federal secondary school teachers are members of the government employees' pensions fund. They are required to contribute 5% of salary to the fund, and are entitled to medical and hospital care, and to retirement and survivors' pensions.

Retirement. Like all federal government officials, teachers at Pedro II Secondary School are retired on pension at the age of seventy, or before

in the case of disability. If they so wish, they may retire on pension on completion of thirty-five years' service. Retirement pension amounts to last salary if the teacher has over thirty years' service, is disabled in the course of duty, or is suffering from tuberculosis, insanity, blindness, leprosy, paralysis, acute heart trouble, or other serious illness.

Federal District secondary school teachers are members of the municipal employees' mutual aid fund. They contribute 5% of salary to the fund. They are entitled to retire on pension after thirty years' service.

Teachers in secondary schools administered by the state of São Paulo are members of the providential fund of that state. They contribute 100 cruzeiros a month to the fund. They are entitled to retire after thirty years' service on a pension equal to last salary.

Survivors' pensions. The widow or disabled widower of a federal secondary school teacher is entitled to a life pension varying in amount with the number of contributions the deceased has paid, and each son to a pension until the age of twenty-one, or without limit of age if they are disabled.

The surviving dependants of Federal District secondary school teachers are entitled to a pension equal to one third of the contributions the deceased has made.

The widow of a teacher in a school administered by the state of São Paulo is entitled to a lump sum of 50,000 cruzeiros, and the sons to a similar amount.

Illness. Teachers at Pedro II Secondary School are entitled to sick leave on full pay for twenty-four months, and are then retired on grounds of disability if still unable to resume their duties.

Federal District secondary school teachers are entitled to sick leave on full pay for twelve months, and on one third pay for twelve months.

Teachers in secondary schools administered by the state of São Paulo are entitled to sick leave on full pay for up to four years, and are then retired on full pay, irrespective of their length of service, if still unable to resume their duties.

Foreign Teachers

Foreign nationals, unless they become naturalized Brazilian subjects, are not eligible for appointment to permanent teaching posts in public secondary schools, but they may be engaged for a fixed period on contract, to teach certain general or special subjects in the secondary school curriculum or to teach in the capacity of a *catedrático* teacher. In both public and private secondary schools, only Brazilian subjects by birth may teach Portuguese or the geography and history of Brazil. Foreign nationals may teach the remaining subjects in a private secondary school, in an ordinary way, if they obtain the teaching permit granted by the Ministry of Education.

In any given state, teachers from other states may be appointed to public secondary teaching posts on the same terms as their colleagues from that state.

Private Schools

All private secondary schools are controlled by the federal government.

Regulations exist concerning the tenure of office, salaries, and welfare of teachers in private schools. Their tenure of office is thus guaranteed on completion of ten years' service. Their salaries are calculated in accordance with the formula :

$$\frac{SM + C}{120}$$

(SM is minimum salary, and C represents pupils' fees for one year). Salary is increased by 10% or 20% if the number of pupils exceeds 20 or 35 respectively.

The minimum salary of each area is adjusted every three years in the light of the local cost-of-living index. Such salaries range at the present time between 420 and 1,200 cruzeiros per month. The minimum salary in the Federal District, for example, is 1,200 cruzeiros per month, and a teacher in a private secondary school where pupils' fees amount to 2,500 cruzeiros per annum, is paid 30 cruzeiros per hour:

$$\frac{(1{,}200 + 2{,}500)}{120}$$

Payment per hour ranges as a rule from 30 to 50 cruzeiros, except in the interior, where it is considerably lower. The holidays of private secondary school teachers are paid. Such teachers are members of a retirement pensions fund, to which contributions are made by them (6.5% of salary), their employers, and the federal government. The benefits include insurance against illness and disability, and pensions for retirement (from the age of sixty onwards, after a minimum of sixty months' contributory service) and for survivors.

Miscellaneous

Men and women teachers, in both public and private secondary schools, have the same rights.

CAMBODIA

From the reply sent by the Department of Education and Fine Arts

Salaries

At the present time there are three categories of teachers, ranking as government officials, in schools at secondary level in Cambodia: (a) teachers for secondary education; (b) teachers for primary education; (c) primary teachers.

(a) *Teachers for secondary education.* This category of teachers is now being built up, and will be recruited from among holders of a first degree. So far only one teacher of the kind exists. He is for the time being engaged on contract, and his salary amounts to 63,000 piastres per annum. For hours in excess of the prescribed maximum, he is paid at the rate of 48 piastres an hour.

(b) *Teachers for primary education.* Teachers of this category are the best of the primary teachers. They are recruited from among holders of the baccalaureate. Their salaries run from 54,000 piastres to 84,000 piastres par annum, with seven gradings.

They are promoted exclusively by selection. The percentage of eligible teachers promoted is 70% each year.

For hours in excess of the prescribed maximum of 20 hours a week, they are paid at the rate of 20 piastres (local cadre 38 piastres) an hour. They receive in addition an educational bonus of 150 piastres a month.

There are at the present time eleven teachers of this category (nine men and two women).

(c) *Primary teachers.* When no certificated secondary teachers are available, certain primary teachers, preferably those holding the first part of the baccalaureate, are appointed to teach in the local language. They are entitled to an allowance which is called an *indemnité de chaire* and to an educational bonus of 100 piastres a month. For hours in excess of the prescribed maximum they are paid at the rate of 10 piastres an hour.

Additional Salaried Activities

Secondary teachers are not permitted by the present regulations to combine their ordinary duties with additional work in public education. An exception to this ruling, however, may be made for service reasons or on account of shortage of teachers, and permission may then be given for them to teach in other schools or at the university.

Secondary teachers may be elected to parliament. They must be not less than twenty-five years of age, and have a clean judicial record. They may be elected royal councillors from the age of forty.

They may engage in additional, private educational activities, such as giving private lessons and publishing textbooks in their own time, with prior authorization from the Ministry of Education and Fine Arts. Commercial activities are forbidden and are subject to heavy penalties.

Work on examination boards is paid according to the number of papers corrected.

Regulations on Working Hours

Teachers with a first degree are required to teach seventeen hours a week, those for primary education twenty hours, and primary teachers thirty hours.

There are one hundred and sixteen days of paid holiday a year.

Welfare Schemes

Retirement. All teachers are entitled to a retirement pension on reaching the age of fifty-five and after thirty years of pensionable service. A pension is also granted on demand without condition of age and after thirty years' service. The retirement pension amounts to the average of the last three years' salary multiplied by years of service and divided by sixty.

A reduced pension is granted after twenty years' service on demand or on health grounds. It amounts to the average of the last three years' salary multiplied by years of service and divided by seventy-five (after twenty-five years' service) or ninety (after less than twenty-five years' service).

Survivors' Pensions. Widows and under age orphans are entitled to half the deceased official's pension.

Illness. Present legislation makes no provision for any allowance for illness or disability.

Foreign Teachers

French teachers with their *agrégation* or a first degree and French primary teachers are seconded for service in the Kingdom of Cambodia, and work in higher and secondary educational establishments. Their conditions of service and pay differ from those of Cambodian teachers. They continue to belong to their original cadres in France.

Private Schools

No private schools in Cambodia are subsidized by the government. They are merely controlled by the government in accordance with the regulations in force.

Chinese schools form the larger part of the private schools, and their teachers are required to be suitably qualified. The government holds an examination each year for candidates for teaching posts and headmasterships in Chinese schools.

The few remaining private schools are Franco-Vietnamese or denominational schools controlled by the government. Their teachers and headmasters are required to possess certain qualifications.

Miscellaneous

Men and women secondary teachers enjoy precisely the same conditions of service.

CANADA

From the reply sent by the Canadian Education Association

Salaries

The ten Canadian provinces being, as has been stated in previous reports, autonomous with respect to education, each administers its own schools within an independent school system. Further, within the provincial systems, local authorities have considerable responsibility for the management of their schools, including the employment of teachers. Both elementary and secondary school teachers are employees of local school boards and are paid by them from municipal funds with the assistance of grants from the provincial Departments of Education.

Teacher tenure is guaranteed by contracts which may be continuous from year to year or renewable annually. Contracts may be terminated by either teacher or school board or by mutual consent. Boards may dismiss a teacher "for cause" within the duration of the contract; in the provinces of Nova Scotia, Ontario, Saskatchewan, Alberta, and British Columbia, a teacher so dismissed has the right of appeal to a board of reference representing the provincial Department of Education.

Salary schedules are established by the employing local school authorities, frequently after negotiation with the local branch of the provincial teachers' association, and salaries vary widely from one part of the country to another. In general, it may be said that salaries are higher in urban than in rural areas, in larger urban areas than in smaller, and in the Western provinces and the industrialized central province of Ontario than in Quebec and the Atlantic provinces, and that secondary school teachers are more highly paid than teachers in elementary schools. Maximum salaries are not set by provincial regulation, but five provinces have established statutory minima for teachers with varying qualifications. Salaries of principals of secondary schools in the larger cities range between about $6,000 and $8,000 per year, and in smaller urban centres between about $4,500 and $7,000. For a teacher, the *maximum* annual salary ranges between about $5,000 and $6,000 in major centres, and from about $4,500 to $5,500 in smaller ones. Starting salaries for teachers with minimum qualifications and with little or no teaching experience range roughly from $2,300 to $3,000.

The maximum salary is in many cases higher for men teachers than for women; there are few women principals in secondary schools.

The ranges given above do not apply to rural schools. The vast majority of these are one- and two-room schools in which several grades are combined and in which, although the teacher may be called upon to teach one or more secondary grades, he cannot be considered as specifically a secondary school teacher. Salaries of teachers in these schools are often settled by arrangement between the individual teacher and the board, and no current figures for all provinces are available.

Salary scales are based upon a number of factors, including university degrees, professional training, length of service, and training in specialized subjects such as home economics, music, physical education, or shop work.

Advancement or promotion in the salary scale is based primarily upon years of service or teaching experience, regular annual increments being paid to a set maximum. Over and above this service maximum, teachers may receive supplementary allowances or additional increments for graduate or post-graduate degrees or specialist training. In one province teachers are required to attend at least one summer school each five years in order to quality for salary increments.

Because promotion policies and the number of annual increments vary so widely, no data can be given on the number of years a person must teach before reaching his maximum salary.

Previous experience is taken into account by almost all school boards in determining a teacher's placement on the salary scale, regardless of whether such experience has been in elementary or in secondary schools.

Allowances and Privileges

Allowances for board or lodging expenses are not ordinarily paid to Canadian teachers. Some school boards pay cost-of-living bonuses and some, mainly in the larger cities, pay additional allowances to teachers with dependents. These dependents' allowances, which range from about $150 to $600 per annum over the salary to which the teacher would normally be entitled, may be paid to men teachers only or to teachers of either sex.

No special privileges are granted to teachers, apart from reduced railway fares for attendance at conventions or summer schools and for certain approved vacation travel.

Additional Salaried Activities

Although some local school authorities prohibit the practice, teachers are usually free, if they so desire, to supplement their incomes by private remunerative activities out of school hours, provided that their work is not adversely affected. They may also teach in evening classes where these exist.

There is little legislation concerning the right of teachers to undertake administrative or other functions of an official nature. Generally speaking, they are permitted to seek office as members of provincial parliaments or of the Federal parliament, and school boards grant extended leave of absence to enable them to perform their legislative duties. In most provinces they may also serve as members of school boards other than the one by which they are employed. Manitoba and Alberta prohibit them from becoming school trustees, Ontario from being members of municipal councils, and Newfoundland from holding public office generally.

In the four Western provinces practising teachers participate in the preparation or revision of departmental examination papers and a fixed amount per paper is paid for this work. Elsewhere in Canada, the final drafting of papers is carried out by university personnel or departmental officials.

For the marking of examination papers, the examining bodies ordinarily appoint committees of teachers who in the current year have been teaching the subject to be read. In eight provinces these markers are

paid by the day and in two they receive a fixed sum per paper marked. Most provinces pay transportation costs to and from the reading centre, and in several a subsistence allowance is also paid.

Regulations on Working Hours

The school week runs from Monday to Friday, and the school year comprises approximately 200 days. The number of teaching hours per week varies from province to province as follows:

TABLE I. — TEACHING HOURS PER WEEK

Province	Hours	Province	Hours
British Columbia	$27\frac{1}{2}$	Quebec (Protestant schools)	30 (max.)
Alberta	25	New Brunswick	30 (max.)
Saskatchewan	$27\frac{1}{2}$	Nova Scotia	30 (max.)
Manitoba	25	Prince Edward Island	23 (approx.)
Ontario	25 (min.)	Newfoundland	25
Quebec (Catholic schools)	$26^{1}/_{4}$-30		

Since the salaries of teachers are calculated on an annual basis, they are not subject to loss of income for Christmas, Easter, or summer vacations or for authorized public holidays.

Welfare Schemes

Retirement. All provinces have teachers' pension schemes, administered either directly by the provincial government or by commissions including representatives of the government, the teachers, and, in at least one province, the school trustees. The normal retirement age varies from fifty-five to sixty-five and the minimum number of years' service from twenty to thirty-five. However, teachers are not obliged to retire at the normal age except in one province

In calculating years of pensionable service, teaching at any level of the provincial school system is considered, as is, in most provinces, time spent in the armed services. All provincial pension plans make provision for teachers obliged to retire before reaching the normal retirement age because of physical or mental disability to become pensionable after a shorter period of service, usually either fifteen or twenty years, with a ten year minimum in two provinces.

Teachers' pension plans are financed by teachers and the provincial government jointly. Teachers' contributions are based upon their salaries and average four to six per cent thereof. Government contributions are of two general types: (1) those in which the government makes an annual contribution which may take the form either of a fixed amount per teacher or of a percentage of the teacher's salary; (2) those in which the government assumes responsibility for any deficiencies in the pension fund. The latter method is used in five provinces. In one a combination of the two types is used.

Pension rates are most commonly calculated upon a fixed percentage of average salary over a certain number of years multiplied by years of

TABLE II. — NORMAL RETIREMENT AGE AND LENGTH OF SERVICE

Province	Normal Retirement Age	Years of Service
British Columbia	65 (men)	20
	60 (women)	20
Alberta	65	35
Saskatchewan	65	25
	55	35
Manitoba	60	30
Ontario	62	35
Quebec	60 (men)	20
	56 (women)	20
New Brunswick	60 (men)	35
	55 (women)	35
Nova Scotia	60 (men)	35
	55 (women)	35
Prince Edward Island	55	30
Newfoundland	60	30

service, but other methods are used in several provinces. The basis by provinces is as follows :

British Columbia: A fixed sum per annum for each year of pensionable service, supplemented by a retirement annuity purchased by the teacher's contributions.

Alberta: 1½ per cent of average salary of best consecutive five-year period, multiplied by years of service.

Saskatchewan: A fixed amount for each year of pensionable service, depending upon age at retirement, plus an annuity purchased from the teacher's contributions.

Manitoba: A fixed annual sum multiplied by years of service not exceeding 40, plus an annuity purchased from the teacher's contributions.

Ontario: Average salary for the last 10 years of service divided by 50 and multiplied by the number of years of service, to a maximum of 35.

Quebec: Two per cent of average salary of best ten years, multiplied by years of service up to 35.

New Brunswick: 75 per cent of average salary for the last five years of service, to a maximum of $1,875.

Nova Scotia: Average salary for years of pensionable service divided by 50 and multiplied by years of service subsequent to 1945.

Prince Edward Island: Average salary during the best consecutive five-year period, divided by 60 and multiplied by years of service not exceeding 40.

Newfoundland: Average salary during the five years of highest salary, divided by 45 and multiplied by years of service, not exceeding 30.

Survivors' pensions. While there are many variations in detail between provinces as regards payments to dependents of teachers who die in service or while on pension, these fall into two general categories. (1) In eight provinces pensions are paid to dependents of such teachers, amounting

ordinarily to one-half the pension the deceased teacher was drawing or to which he would have been entitled at the time of his death or on retirement. These pensions are paid to widows of male teachers, and usually to dependent children or other dependents of teachers of either sex. In several provinces, if a widow dies leaving dependent children the pension is continued on behalf of the children until they reach the age of 16 or 18. (2) In two provinces dependents are entitled upon the teacher's death to a refund of pension contributions plus interest or, in one province, plus a fixed sum.

Illness. All teachers are entitled by law to a certain number of days sick leave with pay per year. This ranges from 20 days in five provinces to 5 in one; some local school authorities allow longer periods. All or part of unused sick leave may be carried over into succeeding years at the discretion of the employing school board. No contribution from the teacher is required.

Foreign Teachers

Except in Ontario, where they must be British subjects, and in Alberta, where teachers must be British subjects before being issued a permanent certificate, the provinces do not lay down restrictive legislation regarding the employment as teachers of nationals of other countries, provided that their academic and professional training meets provincial standards. However, there is at present little shortage of teachers at the secondary level in urban areas and such teachers, unless they hold very high qualifications in specialized fields, can hope to obtain employment only in rural or small communities for the first few years at least. In addition there are likely to be the difficulties of language and lack of familiarity with Canadian teaching methods and practices. In the event, however, that such teachers qualify for provincial teaching certificates, the conditions of their employment as regards salary, pensions, etc., would be the same as for other teachers.

Canadian teachers transferring from one province to another are ordinarily required, because of the wide variety of teaching certificates in the ten provinces and the differing standards involved, to attend approved summer courses in order to qualify for permanent teaching certificates in the province to which they have moved. So far as salaries and working conditions are concerned, they are employable upon the same terms as other teachers in the province, except in a few cities where lower salary allowances for previous experience are given if this experience has been outside the province. Pension contributions, however, are generally not transferrable from province to province, nor, except in Ontario and to some extent in Newfoundland and Nova Scotia, is service in another province ordinarily considered as pensionable service in calculating the basis for pension payments. The whole question of the interprovincial transferability of pension contributions is now under study.

Private Schools

Salaries, pensions, etc., of teachers in Canadian private schools are decided upon by arrangement between the schools and teachers, without reference to the provincial education authorities.

CEYLON

From the reply sent by the Ministry of External Affairs

Salaries

Teachers in government secondary schools in Ceylon rank as government officials, but teachers in assisted or aided and unaided or private secondary schools do not rank as officials.

Tenure of office is guaranteed by public service contract in the case of government teachers, and by code rules framed under the education ordinance in the case of teachers in assisted or aided secondary schools.

The salaries of teachers in government and assisted or aided secondary schools are paid by the government.

Secondary teachers have a salary scale which is uniform throughout the country, and is the same for both sexes.

The salaries of national language teachers range from 576 to 2,424 rupees per annum, and those of English qualified teachers from 936 to 5,040 rupees.

The salaries of national language headteachers range from 1,080 to 2,424 rupees per annum, and those of English qualified headteachers from 2,400 to 7,680 rupees.

The salaries of uncertificated teachers range from 720 to 756 rupees per annum.

Salary grading depends on university and other professional qualifications.

Promotion is based on length of service and qualifications. Maximum salary is reached in eighteen years.

Former service in another official service does not count in the calculation of salary grading.

The number of men and women secondary teachers by qualifications in English schools is as follows:

NUMBER OF SECONDARY TEACHERS IN ENGLISH SCHOOLS (1952)

Qualifications	Number	
	Men	Women
Trained graduates	267	107
Graduates	992	447
Secondary trained (English)	869	515
Teacher's certificate (English)	456	462
Primary and junior trained (Sinhalese and Tamil)	330	678
Teacher's certificate (Sinhalese and Tamil)	466	345

Allowances and Privileges

Like all government officials, teachers in government secondary schools are entitled to a cost-of-living allowance and a rent allowance.

Teachers in assisted or aided schools are entitled to a cost-of-living allowance.

Where free quarters are provided in schools, no rent allowance is payable.

Government secondary school teachers are paid removal expenses on first appointment and on being transferred.

Government secondary teachers are also entitled to free travelling on the railway six times a year for themselves and their families.

Additional Salaried Activities

Secondary teachers are entitled to combine their ordinary duties with teaching in adult education classes, etc., and receive additional remuneration.

Government secondary school teachers are not permitted to be members of local government bodies or to seek election as members of parliament. These restrictions do not apply in the case of teachers in assisted or aided and unaided or private secondary schools.

Teachers may give private lessons and publish textbooks, with prior authority in the case of government secondary school teachers, and with the consent of the employer in the case of teachers in the other schools.

Work on examination boards is paid.

Regulations on Working Hours

To be considered a full-time teacher, a teacher must do a minimum of twenty hours' teaching a week.

In addition to the usual holidays, secondary teachers are entitled to fourteen days' fully paid casual leave a year (seven days in the case of teachers newly appointed to government service).

Welfare Schemes

Retirement. Secondary teachers contribute 4% of salary to a retirement pensions fund. They retire optionally at the age of fifty-five (men) or fifty (women), and compulsorily at the age of sixty (men) or fifty-five (women), and to be eligible for pension must have a minimum of ten years of recorded service.

Retirement pension amounts to one seven-hundred-and-twentieth of last salary for each month of service and of a bonus of sixty months.

Survivors' pensions. Secondary teachers contribute 2% of salary to the widows and orphans pensions fund. The widow and orphans are entitled to a pension whose amount depends on a number of factors.

Illness. Secondary teachers are entitled to sick leave on pay for six weeks (four weeks if newly appointed) on production of a medical certificate, or on full pay for nine months in the case of tuberculosis. They receive no compensation for accident or disability.

Women teachers are entitled to two months' maternity leave.

Foreign Teachers

Foreign nationals are not eligible for appointment to teaching posts in government secondary schools. They may be employed by assisted or aided schools, if qualified Ceylonese teachers are not available, for a period not exceeding two years, and this period may be extended if conditions remain unchanged. They are not entitled to pension.

Private Schools

Teachers in unaided or private secondary schools have no guarantee in respect of their tenure of office.

CHILE

From the reply sent by the Ministry of Public Education

Salaries

Teachers in Chilean public secondary schools rank as government officials, and their salaries are paid by the government.

They are selected by competitive examination, and are guaranteed stability of tenure.

They are paid at the rate of 4,236.60 pesos per annum for one hour per week of teaching. They work a maximum of thirty-six hours a week. Women teachers receive the same salaries as men.

They also receive salary supplements varying in amount with the cost-of-living index, and an increment every three years which varies in amount according to length of service, as shown in the following table:

SCALE OF INCREMENTS

Three-Year Period	Increment	Three-Year Period	Increment
1st	20%	6th	105%
2nd	40%	7th	115%
3rd	60%	8th	130%
4th	75%	9th	140%
5th	90%		

Maximum salary is thus reached after twenty-seven years' service.

In the case of a person transferred from another public service to the public secondary education service, his years of service in his old post count towards the determination of his new salary.

Allowances and Privileges

Secondary teachers are entitled to a family allowance of 990 pesos.

Living accommodation is provided only for headmasters.

In the case of transfer from one town to another, secondary teachers are entitled to an allowance amounting to one month's salary, free transport for themselves and their family, and repayment of removal expenses on up to ten tons of household goods.

Additional Salaried Activities

Public secondary school teachers are permitted to undertake additional educational work provided they do not exceed the statutory maximum of thirty-six hours a week.

They are paid for examination work in private secondary schools.

Regulations on Working Hours

The weekly number of hours public secondary school teachers are required to teach varies from one teacher to another.

They enjoy two months' holiday in summer (January and February), and three weeks in winter (July). All holidays are fully paid.

Welfare Schemes

Retirement. A compulsory welfare scheme exists, which is administered by the fund of public employees and journalists. Secondary teachers are entitled to retire on pension after thirty years' service. Contributions to the retirement pensions fund are paid by the welfare fund, a semi-official body.

Survivors' pensions. The benefits payable to the widow and children of a deceased secondary teacher are indicated in the regulations of the public employees fund.

Foreign Teachers

Foreign teachers are eligible for appointment only to the University of Chile. Their conditions of service are governed by their contract of service.

Private Schools

Private secondary schools are required to follow the same curriculum as their public counterparts. Control over them is also exercised through the examination boards composed of secondary teachers nominated by the secondary education directorate.

COLOMBIA

From the reply sent by the Ministry of Public Education

Salaries

Teachers in public secondary schools in Colombia rank as government, provincial, or municipal officials, according to the authority by which their school is administered.

Those among them who have been admitted to the national secondary education cadres are guaranteed tenure of office statutorily, provided their work, conduct, and health are satisfactory. Those not so admitted may in principle be appointed and dismissed without formality, but in practice their tenure of office is secure provided their work and conduct are satisfactory.

Secondary teachers' salaries are paid by the authority which administers their school. Almost all the provincial and municipal secondary schools receive government aid.

Their salary scale is the same for both sexes, and more or less uniform throughout the country, as most of the local, provincial, and municipal authorities have adopted the government scale. It should be noted, however, that some of the authorities named pay higher salaries than the government authorities.

A representative salary of a secondary teacher in the first grading amounts to 4,200 pesos per annum, excluding board and lodging. Other secondary teachers, including those not admitted to a scale, receive in general 3,600 pesos per annum, excluding board and lodging.

Headmasters and headmistresses of government schools receive in general 7,200 pesos per annum, excluding board and lodging.

The majority of public secondary school teachers have permanent, full-time appointments, and receive the salaries indicated above. The remainder are temporary teachers who take lessons which cannot be fitted into the time-tables of the permanent teachers, and special subjects like music, singing, etc., and who are generally paid on an hourly basis at the rate of 3.50 pesos to 5 pesos an hour.

During the holidays salaries are paid according to the number of lessons given during the working weeks of the year, including lessons falling on religious or public holidays. This ruling does not usually apply to teachers paid on an hourly basis.

Supplementary lessons given by a permanent teacher are paid for at the same rate as lessons given by a teacher paid on an hourly basis.

Promotion on the national secondary education scale is made on the basis of length of service and qualifications.

A secondary teacher must complete six years of service before reaching the first grading, if he has followed the present statutory course of secondary teacher training, eight years if he has a university degree, twelve years if he holds the primary teacher's certificate, fourteen years if he has the baccalaureate, and eighteen years if he has no academic qualification. The government is contemplating certain modifications in these rulings.

Former service in another cadre does not count towards determination of salary grading.

Allowances and Privileges

Teachers in government secondary schools and in provincial and municipal public secondary schools with boarding accommodation are entitled to free board and lodging for themselves, but not for their families. Married teachers in government schools not wishing to take the school meals are entitled to an allowance in lieu amounting to 60 pesos for each of the ten working months of the school year, but are paid no compensation as regards lodging.

Headmasters of government schools enjoy similar conditions with regard to board and lodging, except that the lodging provided for them meets the needs of their families as well.

Teachers in government secondary schools are entitled to repayment of travelling expenses in the event of their transfer, excluding expenses incurred in respect of their family.

Additional Salaried Activities

Public secondary school teachers are sometimes given additional posts by the government in other schools, and paid for such work on an hourly basis.

Permanent teachers, however, are not permitted to combine their ordinary work with an official post of a non-educational kind, or to stand for election. It should be noted, however, that the reverse is permitted, that is to say, an official with a non-educational post may combine that post with educational work of an official nature. This authorization constitutes the only exception made to the ruling that no person may receive two salaries from public funds.

Public secondary school teachers may combine their ordinary work with private educational work, provided their ordinary work does not suffer in consequence.

No additional payment is made for work on examination boards.

Regulations on Working Hours

Public secondary school teachers are required in theory to be present at school forty-four hours a week (i.e., eight hours a day from Monday to Friday, and four hours on Saturday). The average number of actual teaching hours is from sixteen to twenty a week.

In actual practice, moreover, in agreement with the headmaster, the number of hours teachers are required to be present at school is reduced to thirty or thirty-five.

In addition to religious and public holidays, teachers enjoy an average of fourteen weeks' holiday per annum (i.e., one week at Easter, three weeks in the middle of the year, and nine or ten weeks at the end of the year). All holidays are fully paid.

Welfare Schemes

Public secondary school teachers have no special welfare scheme of their own, but belong compulsorily to the scheme applying to all officials, and which is administered by semi-public autonomous bodies.

Officials are required to make a first contribution amounting to one third of a month's salary, and thereafter contributions amounting to 3% of salary. The benefits comprise medical and hospital care, sickness allowance, disability and retirement pension, compensation for dismissal, etc. The government contribution to the scheme amounts to 10% of its annual budget.

Retirement. Secondary teachers are entitled to retire at the age of fifty and after twenty years' service.

Retirement pension amounts to two-thirds of salary for the last year of service.

Survivors' pensions. The heirs of a secondary teacher who dies in government service are entitled to receive in one payment (a) a lump sum *(seguro de vida)* amounting to deceased's salary during his last year of service, (b) compensation amounting to one month's salary for each year of service, and (c) a funeral allowance amounting to a maximum of 300 pesos.

If the deceased was receiving retirement pension at the time of his death, that pension continues to be paid for one year to his widow, under-age sons, and unmarried daughters.

Illness. All secondary teachers in government service are entitled to assistance in the case of duly attested illness, accident or disability. They are granted leave by the government and receive an allowance from the national social insurance fund.

In the case of non-professional illness such allowance is paid for a maximum of six months, and amounts to two-thirds of salary for ninety days and half salary for ninety days.

Disability pension is equal to last salary or daily wage, to a minimum of 50 pesos and a maximum of 200 pesos. It may not be paid concurrently with retirement pension or dismissal allowance, and involves the obligation of such free treatment as may be ordered by the medical service of the national social insurance fund. Secondary teachers share these benefits with all other officials.

Foreign Teachers

Foreign nationals are eligible for appointment to all teaching posts except those involving the teaching of Colombian history and geography, and civics. Their conditions of work and remuneration are generally the same as those of their Colombian colleagues, but some of them have special contracts, and enjoy more favourable terms.

Private Schools

The salaries of teachers in private schools are fixed by individual contract, and the schools are not obliged to pay any given minimum.

Such teachers are entitled to payment for, and during holidays occurring in the course of, the ten months of the working school year, to compensation in the case of dismissal amounting to one month's salary for each ten working months of service, and to an annual bonus amounting to half a month's salary.

Teachers in private secondary schools are also entitled to a government pension amounting to 70 pesos per month for life, on reaching the age of seventy and after a minimum of fifteen years' service.

Miscellaneous

Conditions of service for teachers in public secondary schools are the same for both sexes.

CUBA

From the reply sent by the Ministry of Education

Salaries

Secondary teachers in Cuba rank as *government* officials.

Their tenure of office is guaranteed on the basis of competitive appointment, and their salaries are paid by the government.

They are on a scale of salaries which is uniform throughout the country. Secondary teachers receive $252.49 a month, and auxiliary secondary teachers $205 a month. Headmasters and headmistresses receive a supplement of $62.50 in the provincial towns, and $82.50 in the capital.

There are no paid supplementary hours.

Promotion is made on the basis of length of service. Maximum salary is reached after twenty years' service. The salary increments amount to $5 per month every five years, except the last increment, which is one of $20 per month.

Allowances and Privileges

Secondary teachers receive no allowances.

Secondary teachers are the only category of *government* officials granted scholarships and travelling facilities for study abroad.

Additional Salaried Activities

Secondary teachers are entitled to undertake additional salaried educational work in the university and in private schools.

They are *not* permitted to undertake salaried work of an administrative nature.

Outside their official hours of work, secondary teachers are at liberty to indulge in all kinds of private activities.

Examination work in private secondary schools incorporated in the official centres is paid.

Regulations on Working Hours

Secondary teachers are required to work from ten to fifteen hours per week.

Their enjoy about three months and twenty-one days of holiday a year, all fully paid.

Welfare Schemes

There is no compulsory official welfare scheme for secondary teachers. They are free to insure with private companies.

The widow of a retired secondary teacher may be granted a pension for life.

Foreign Teachers

Foreign nationals are eligible for appointment to teaching posts.

DENMARK

From the reply sent by the Ministry of Education

Salaries

Teachers in the thirty-five senior grammar schools of Denmark rank as government officials, while those in the twenty-three junior grammar schools and the two-hundred-and-eighteen middle schools rank as municipal officials.

Such teachers are appointed by administrative act, and their status is governed by the ordinary administrative law.

Their salaries are paid by the government and the communes respectively. The communes receive a government subsidy covering roughly half their expenditure on education. Salary scales are given in Tables I and II.

The amount of salary depends on size of family, length of service, and place of domicile. Salary scales are the same for both sexes. The figures given in Tables I and II under the heading of " Minimum " are for teachers who have no family responsibilities, are probably under thirty years of age, and live in an area with the lowest cost-of-living. Those given under the heading of " Maximum " are for teachers who have long service, have family responsibilities, and live in Copenhagen.

During their first two years on probation after first appointment, teachers receive 5% less than the salaries indicated in Tables I and II.

TABLE I. — SCALE OF SALARIES OF PUBLIC SECONDARY SCHOOL TEACHERS WITH UNIVERSITY TRAINING

(in kroner per annum)

Head Teachers		Teachers	
Minimum *	Maximum *	Minimum *	Maximum *
9,000.—	10,200.—	3,780.—	8,100.—
1,800.—	1,920.—	1,080.—	1,680,—
108.—	648.—	108.—	648.—
3,920.04	6,300.—	3,080.04	5,880.—
1,836.—	3,110.40	972.—	1,760.40
1,759.56	1,552.56	63.—	1,120.56
18,423.60	23,730.96	9,083.04	19,188.96

* The first and second figure in each column represents basic salary; the third, residential allowance; the fourth and sixth, cost-of-living allowance (including family allowance).

A teacher's salary grading does not depend on the kind or level of classes he takes, but on his university qualifications. Promotion is generally based on length of service.

Maximum salary is generally attained in twenty-six years (including two years on probation) in the case of teachers with university training, in seventeen years (including two years of probation) in the case of teachers without university training, and in six years in the case of head teachers. About half the teachers come in the second half of the salary scales.

TABLE II. — SCALE OF SALARIES OF JUNIOR GRAMMAR SCHOOL TEACHERS
(in kroner per annum)

Minimum *	Maximum *
3,420.—	5,580.—
1,080.—	1,320.—
108.—	648.—
3,080.04	5,040.—
972.—	1,863.—
63.—	526.56
8,723.04	14,977.56

* The first and second figure in each column represents basic salary; the third, residential allowance; the fourth and sixth, cost-of-living allowance (including family allowance).

Head teachers naturally receive considerably higher salaries.

Such supplementary hours as teachers may do are paid for monthly.

Very few secondary teachers have had former official service in a non-educational capacity. Former experience in an educational capacity may be counted in the calculation of length of service.

Allowances and Privileges

Secondary teachers are entitled to a residential and a cost-of-living allowance, as indicated in Tables I and II. In addition, head teachers are entitled to living accommodation, a certain amount of their salary being retained for rent and heating, and grammar school directors are entitled to a travelling allowance.

Additional Salaried Activities

Secondary teachers may combine their ordinary work with teaching in other schools, evening schools, and the university, though only rarely is this done, and, like all citizens, they may accept public office. They are permitted to give private lessons and publish textbooks, but their undertaking commercial activities is as a rule considered incompatible with their ordinary work.

Regulations on Working Hours

The hours public secondary school teachers are required to work per week are as follows: teachers with university training, twenty-seven (twenty-five after the age of fifty-five); head teachers, twelve; teachers without university training, thirty (twenty-seven after the age of fifty-five).

Public secondary school teachers enjoy six to seven weeks of holiday in summer, one week at Easter, and one week at Christmas, and eight or nine days of leave. The only day of rest during a working week is Sunday.

All holidays are fully paid.

Welfare Schemes

Retirement. A statutorily established welfare scheme exists, which is administered by the Ministry of Finance and the communes.

Teachers contribute 5% of basic salary to the scheme, and the government (in the case of government schools) and the government and the communes combined (in the case of municipal schools) contribute 8% of same.

Teachers are entitled to retire on pension on reaching the age limit, and provided their appointment was made permanent before they reached the age of forty. The amount of such pension is indicated in Table III.

TABLE III. — SCALE OF PUBLIC SECONDARY SCHOOL TEACHERS' RETIREMENT PENSIONS

Years of Service	Amount of Pension (in sixtieths of basic salary)
Under 4	18
4-7	24
10-12	30
12-14	32
14-16	33
16-18	34
18-20	35
20-22	36
22-24	37
24-25	38
25-26	39
26-27	40
27-28	41
Over 28	42

In addition to retirement pension, teachers receive a cost-of-living allowance.

Teachers may retire on pension on the grounds of illness provided they have a minimum of five years' service, and are thirty years old.

Survivors' pensions. The widow of a public secondary school teacher is entitled to a pension for life or until such time as she remarries, and the orphans until eighteen years of age, in accordance with existing legislation. These benefits are covered by the contributions referred to above under the heading of " Retirement ".

Widow's pension varies in amount according to the deceased's length of service, as indicated in Table IV.

In addition to such pension, the widow receives a cost-of-living allowance.

Illness. Public secondary school teachers are entitled to sick leave on full pay for up to one year. If there is then some hope of their recovery, their sick leave on full pay may be prolonged, otherwise they are retired.

These benefits are covered by the contributions referred to above under the heading of " Retirement ".

TABLE IV. — SCALE OF PENSIONS OF WIDOWS OF PUBLIC SECONDARY SCHOOL TEACHERS

Deceased's Years of Service	Amount of Pension (in sixtieths of basic salary)
Under 7	16
7-12	18
12-16	19
16-20	20
20-24	21
24-26	22
26-28	23
Over 28	24

Foreign Teachers

Foreign nationals are not eligible for appointment to teaching posts in public secondary schools.

Private Schools

Private schools receiving government subsidies of a certain size (normally two thirds of their expenses) are required to follow in essentials the regulations for public secondary schools.

Miscellaneous

No differentiation on the basis of sex is made in respect of either salaries or pensions.

DOMINICAN REPUBLIC

From the reply sent by the Secretariat of State for Education and the Fine Arts

Salaries

Public secondary school teachers in the Dominican Republic rank as government officials, and have all the rights that such status involves.

Their tenure of office is guaranteed by the education act. Article 70 of section XIV of this act lays down that members of the teaching profession shall be dismissed only for proven incompetence or misconduct.

The salaries of public secondary school teachers are paid by the government.

No salary scale exists which is uniform throughout the country.

Public secondary school teachers in the capital are paid at the rate of 24 Dominican pesos a month for one hour each day. Teachers at the higher normal schools, which train secondary teachers, are paid at the rate of 45 pesos a month for one hour each day (as are also teachers of the senior stage of the higher school of accountants). Secondary teachers' salaries are thus proportional to their number of hours of work, and may attain from 120 to 180 pesos a month.

The kind of work and the salary of any given teacher depends on his academic qualifications, experience, and aptitudes.

Teaching is paid by the hour, and the question of a special rate of pay for supplementary hours does not arise.

Promotion, in view of the annual increase in the number of secondary pupils, takes the form of giving more teaching hours to teachers with at least one year's service and showing greater efficiency than their colleagues.

Former service in another official capacity may be taken into account in determining the number of hours' teaching a given teacher may be offered, and it may thus affect the salary he earns.

Allowances and Privileges

Thanks to the *Viviendas para el Maestro* scheme brought into force by the government two years ago, secondary teachers may become the owner of a house. Teachers who are members of the scheme contribute 2% of their salary to it. Four times a year some fifteen to twenty houses are drawn for by lot. The winners pay no further contributions to the scheme, but only a monthly sum amounting to one-hundred-and-eightieth of the value of the house. When they have paid the full value of the house, they receive the title deeds of it.

Additional Salaried Activities

Secondary teachers are entitled to combine their ordinary duties with other work in public schools or at the university, with official admin-

istrative work provided it does not prejudice the performance of their educational duties, and with private activities such as private lessons, taking pupils as boarders, and publishing textbooks. It should be noted that no private lessons may be given to public school pupils.

Public secondary school teachers are paid for examination work in recognized private schools, or semi-public secondary schools in small towns. They receive a travelling allowance and an allowance of 4 pesos a day.

Regulations on Working Hours

Secondary teachers are required to work a maximum of twenty-five hours a week.

They enjoy sixty days' holiday in summer (16th July to 16th September), fifteen days at Christmas, and eight days at Easter (including Holy Week), making a combined total of eighty-three days a year, fully paid.

Welfare Schemes

Retirement. Secondary teachers are entitled to retire on pension at the age of sixty and after a minimum of twenty-five years' service.

Such pension amounts to between 40% and 60% of a teacher's last salary, the size of his family and the cost-of-living index of his place of residence being taken into account.

Teachers with thirty or more years of service and whose work has been outstanding, and also teachers on a very low salary, may be granted a higher pension than those indicated above.

Secondary teachers who become ill, disabled, or unable to work efficiently, and have a minimum of five years' service, may be granted an early retirement pension.

Survivors' pensions. The widow, the children under seventeen years of age, or the dependent mother of a secondary teacher who dies, receive a lump sum amounting to two months' pension.

Illness. Secondary teachers who fall seriously ill are granted leave on full pay for two months, and on half pay for two months.

Women secondary teachers, like their colleagues at other levels of education, are entitled to two months' maternity leave on full pay (one month before the birth, and one month after).

Foreign Teachers

Foreign nationals are eligible for appointment to public and private secondary teaching posts, and enjoy the same conditions as Dominican subjects.

Private Schools

There are a large number of private secondary schools managed by foreign teachers. These schools are free as to whether or not they adopt the curricula of the public secondary schools. The salaries of their teaching staffs are equal or even higher than those of public school teaching staffs.

ECUADOR

From the reply sent by the Ministry of Education

Salaries

Teachers in public secondary schools in Ecuador rank as government officials if their appointment was made by the Ministry of Education or another Ministry with educational duties, and as municipal officials if their appointment was made by a municipality.

Their tenure of office is guaranteed by a law known as the *Ley de Escalafón.*

Their salaries are paid by the government or a municipality.

They have a salary scale (see Table I) which applies both to government and to municipal schools, is uniform throughout the country, and is the same for both sexes.

TABLE I. — SCALE OF SALARIES
(in sucres per month)

Category	Teachers	Headmasters	Category	Teachers	Headmasters
10th	1,540	1,780	5th	950	1,095
9th	1,400	1,615	4th	865	1,000
8th	1,270	1,465	3rd	785	—
7th	1,150	1,330	2nd	715	—
6th	1,045	1,210	1st	650	—

A teacher's salary category depends on his qualifications and length of service. Promotion from one category to the next is granted on the basis of statutorily prescribed examinations.

Such promotion, on the basis of examinations or further qualifications, takes place once every four years.

Maximum salary is reached in twenty-four years in the case of teachers holding only the baccalaureate certificate, and in twenty years in the case of those holding a university qualification or the secondary teacher's certificate.

The number of government secondary school teachers by salary category is given in Table II.

TABLE II. — NUMBER OF GOVERNMENT SECONDARY SCHOOL TEACHERS

Category	Number	%	Category	Number	%
10th	210	12.2	4th	337	19.6
9th	117	6.8	3rd	59	3.4
8th	125	7.2	2nd	47	2.7
7th	158	9.2	1st	32	1.8
6th	176	10.2	Miscellaneous	238	13.8
5th	218	12.6			

Former service in a primary or vocational school counts towards determination of salary.

Allowances and Privileges

A salary supplement is paid to teachers assuming certain administrative duties (relating to the work of a headmaster or deputy headmaster, inspection, etc.), which varies in amount between 30% and 75% of the basic salary of their category.

Additional Salaried Activities

Secondary teachers are entitled to combine their ordinary duties with other official or private educational work. Many of them teach in the autonomous universities, some assume administrative duties for the municipalities, others are members of the house of commons or the senate.

All secondary teachers, moreover, are permitted to undertake any private salaried activity, provided they duly observe the time-table of their ordinary work.

Teachers in government secondary schools, appointed by the Ministry, are required to serve on examining boards in private secondary schools at the end of the year. For such work they are paid a sum amounting to half the examination fees paid by the pupils. Work on examining boards in government schools, however, forms part of their normal duties, and is unpaid.

Regulations on Working Hours

Secondary teachers are required to teach for between sixteen and twenty hours a week, or half these amounts if they have administrative duties or perform the duties of headmaster, deputy headmaster, teacher in charge of a given subject *(dirigente de curso)*, or inspector.

In addition to the usual weekly holidays they enjoy roughly ninety days' holiday a year (of which sixty days come at the end of the year). They receive their full salary during the holidays, if they have taught throughout the ten months of the school year; a reduction of one-tenth is made for each month of absence.

Welfare Schemes

In common with all other public employees and private employees, secondary teachers are required to be members of the welfare scheme.

The retirement, medical benefits, and employment insurance scheme is administered by the national institute of social welfare.

Retirement. Secondary teachers are entitled to retire on pension at the age of fifty-five and after thirty years of contributory service. Contributions amount to 10% of salary (i.e., 7% for retirement pension, 2% for employment insurance, and 1% for funeral allowance), and are paid monthly into the funds of the national institute of social welfare.

It should be noted that the required number of contributions is reduced in the case of teachers entering the service at a relatively late age, as indicated in Table III.

TABLE III. — NUMBER OF CONTRIBUTIONS REQUIRED OF TEACHERS ENTERING SERVICE AT A LATE AGE

Age	Contributions	Age	Contributions
65	180	68	144
66	168	69	132
67	156	70	120

The disability and the old age pension amount to 40% of average salary for the last sixty months of contributory service, plus 1.25% of same, for each previous year of contributory service.

The teacher contributes 5% of salary to the disability pensions fund, and the government 3%.

Survivors' pensions. The widow of a secondary teacher is entitled to a pension, if she can give evidence that the deceased was receiving or was entitled to receive a pension and had paid the required number of contributions, and that she was his legal wife, at the time of his death.

Orphans are entitled to a pension on the same conditions. Such pension is paid to sons under nineteen years of age, unmarried daughters under twenty-five years of age, and to sons and daughters without limit of age who were unable to pursue gainful employment at the time of their parent's death.

The widow's pension amonts to 30% of the deceased's old age or disability pension, and the orphans' pension to 15% of same.

Teachers contribute 5% of salary to the survivors' pensions fund, and the government 3%.

Foreign Teachers

Foreign nationals are eligible for appointment to both government and private secondary teaching posts. In the case of a government school, their contract of service with the Ministry of Education fixes the duration of their appointment and their salary, and their tenure of office and salary may not be fixed with reference to the *Ley de Escalafón y Sueldos del Magisterio Nacional.*

The private secondary schools are mostly of a denominational kind, and their teaching staffs are largely composed of foreign nationals from the headquarters abroad of the congregations administering them.

Private Schools

The salaries of teachers in private secondary schools are fixed by agreement between the managers and the teachers, and are generally on an hourly basis.

Some private secondary schools receive government subsidies for building purposes, or, in certain special cases, for the payment of salaries. The latter is the case, for example, with regard to the missionary schools in the region of the Amazon, where living conditions are arduous.

Miscellaneous

Men and women teachers enjoy the same rights and duties. No law or regulation makes any distinction between the two sexes.

Teachers' salaries are generally no lower than those of other public employees. This does not mean, however, that they suffice to meet the manifold needs of modern life, notably those of men teachers. It is probably for this reason that women teachers outnumber the men, especially at primary level. Men have opportunities to take up better paid occupations, and a steadily increasing number of men are leaving the teaching profession.

The Ministry of Education is drawing up modifications in the secondary teachers' retirement, disability, old age, and survivors' pensions scheme, with a view to raising the amount to 100% of last salary.

EGYPT

From the reply sent by the Ministry of Education

SALARIES

Teachers in both public and private secondary schools in Egypt rank as government officials, and their salaries are paid by the government. They are have no special statute, but are subject to the law concerning government officials.

Their scale of salaries is the same as that of other government officials, and is the same for both sexes. It provides for an increment every two years. Certain teachers in establishments not subject to inspection by the Ministry are paid according to their length of service and merit.

Salaries are fixed on the basis of a certain maximum of hours. Hours in excess of this maximum are paid for at a rate varying according to the teacher's grading.

Promotion is based on length of service and selection. The higher the level of the instruction, the more important is the latter factor, and promotion to important posts is based exclusively on selection.

As a rule a teacher with university qualifications and a teacher's certificate is placed in grading 6, with a basic salary of £E 15 a month, otherwise £E 12 a month.

Former service as a primary teacher counts towards calculation of salary. The award of increments and promotion is the responsibility of the officials' committee.

ALLOWANCES AND PRIVILEGES

Like all government officials, secondary teachers (men and women alike) are entitled to a cost-of-living allowance which is inversely proportional to salary, and reaches its maximum of 150% on the lowest salaries. Married teachers with a salary not exceeding £E 20 per month are entitled to a supplementary cost-of-living allowance of £E 1 per month. Like all government officials, a secondary teacher who is transferred has the cost of moving his furniture paid by the government. A privilege limited to teachers is free tuition for their children in high schools and universities.

ADDITIONAL SALARIED ACTIVITIES

Secondary teachers are entitled to combine their ordinary work with private lessons or lessons in other schools, provided they get special permission for so doing from the Ministry. In accordance with a recent decree they may also establish evening classes or a private school.

They are not eligible for election to parliament or the senate, and may not undertake commercial activities.

Work on examination boards is paid for, at the daily rate of 1-2% of salary.

Regulations on Working Hours

In principle secondary teachers are required to be present at school throughout the school day, and to undertake all the tasks (including social activities and replacement of colleagues who are absent) that the headmaster may assign to them.

Secondary teachers are required to teach an average of twenty or twenty-one fifty-minute periods a week. The maximum required number of lessons (including supplementary lessons) is thirty a week.

Their holidays extend from May (when the school examinations are held) to the opening of classes at the beginning of October. There are also about twelve days of leave a year. All leave and holidays are fully paid.

Welfare Schemes

Governmental and *hors cadre* secondary teachers each have their own welfare scheme.

Retirement. All officials are entitled to retire on pension after a minimum of fifteen years' service, the age limit being sixty.

Governmental teachers contribute to the government fund 7.5% of salary. Their pension amounts to one fiftieth of last salary multiplied by years of service. A teacher with less than fifteen years' service receives a lump sum amounting to half a month's salary for each year of service.

Hors cadre secondary teachers are compulsorily members of the provident fund administered by the Ministry of Finance and Economy. They contribute 7.5% of salary to the fund, and the government contributes an equal amount. On retirement they are entitled to receive their contributions plus simple interest at the rate of 3%, or to convert these contributions into a monthly pension.

Survivors' pensions. If a secondary teacher dies, he forfeits one quarter of his pension to the government. His widow receives three eighths of the remainder, and his children, to a maximum of three, receive one eighth each. If there are more than three children, the three eighths are divided equally among them. The widow receives her pension for life, daughters until they marry, and sons until they come of age at eighteen.

Illness. Like all government officials, secondary teachers are compulsorily members of the insurance scheme administered by the Ministry of Finance and Economy. They contribute 1% of salary to the scheme, and are entitled to benefits in the case of illness, accident or disability arising in the course of their work.

Only the medical service of the Ministry of Public Health can decide whether a teacher shall be retired on pension on the grounds of disability, but in any case such a teacher is entitled to medical care at government expense.

Foreign Teachers

Foreign nationals are eligible for appointment to teaching posts in secondary schools, and are engaged on contract on the same conditions as their Egyptian colleagues. They receive an expatriation allowance, but are not entitled to a pension or lump sum on retirement. They pay no contributions to the provident, savings or pensions funds.

Private Schools

The teachers in those private secondary schools brought under the Ministry of Education in 1950 are subject to the conditions of service of *hors cadre* secondary teachers.

FINLAND

From the reply sent by the Ministry of Education

Salaries

Secondary teachers in Finland rank as government officials. Except for those engaged by the hour, they are statutorily guaranteed stability of tenure. Their salaries are paid by the government.

Their salary scales, which are uniform throughout the country and the same for both sexes, are given in the table overleaf.

Teachers are entitled to an increase averaging 5% of commencing salary once every three years, and reach their maximum salary in fifteen years. They also receive a special allowance for correction of written work varying according to subject and the class taught, between what would be paid for half-an-hour's and two hours' class work per week. This allowance, for example, would amount to 105,840 marks (119,280 marks in a normal secondary school) a year, in the case of a teacher of the mother tongue in the three senior secondary classes, and to 52,920 marks (59,640 marks in a normal secondary school) a year, in the case of a teacher of the same subject in the three junior secondary classes. Teachers are paid, moreover, 17,640 marks (19,880 marks in a normal secondary school) a year for each supplementary lesson per week.

Vacant secondary school posts are advertised in the Finnish official gazette. Applicants are required to submit their qualifications to the school directorate, by whom selection is made. Applicants have the right to appeal against wrong or unjust decisions on the part of the Ministry of Education.

Teachers acting as headteachers receive a salary three grades higher than it would otherwise be.

Headteachers do eight hours less teaching a week than teachers, in a secondary school, six hours less in a girls' secondary school, and five hours less in an intermediate school. They receive an allowance of 17,640 marks (19,880 marks in a normal secondary school) a year for each additional class that has to be opened at any given level of the school. Appointment to a headteachership is made for five years.

There are no pupil-teachers in secondary schools. There are, however, auxiliary teachers, especially in large schools, who are paid by the hour. Those with a teaching certificate receive 17,640 marks (19,880 marks in a normal secondary school) a year for one hour a week, and those without such a certificate receive 15,660 marks (17,280 marks in a normal secondary school).

The present number of serving secondary teachers is given in the table overleaf. There are in addition 1,277 teachers of special subjects engaged by the hour.

SALARY SCALES
(in Finnish marks per annum)

Category	Hours per week	Annual Salary Initial	Annual Salary After 10 Years	Number of teachers
		Normal Secondary School Teachers [1]		
1st	18	539,100	566,400	23
2nd	24	488,700	513,300	29
3rd	26	444,000	465,300	16
			Total	68
		General Secondary School Teachers		
1st	24	444,000	465,300	597
2nd	26	399,300	420,600	376
			Total	973
		Secondary Teachers of Physical Education		
1st	26	399,300	420,600	27
2nd	21	329,100		75
3rd	18	286,500		6
4th	15	252,000		16
			Total	124
		Secondary Teachers of Art and Handwriting		
1st	26	379,800		3
2nd	26	329,100		6
3rd	20	286,500		74
4th	16	240,900		9
5th	12	199,500		10
			Total	102
		Secondary Teachers of Singing		
1st	26	344,100		1
2nd	24	299,400		1
3rd	10-12	199,500		27
4th	9	172,500		5
			Total	34
		Mistresses of Handicrafts		
1st	26	344,100		1
2nd	22	299,400		1
3rd	16	240,900		1
			Total	3
		Mistresses of Homecrafts		
1st	26	344,100		2
2nd	16	240,900		1
			Total	3

[1] There are three schools of this type, situated in the capital, where on completion of their general secondary education, prospective secondary teechers do a one-year course in the theory and practice of teaching.

Allowances and Privileges

Like other government officials secondary teachers are entitled to a cost-of-living allowance amounting to 15% of total income, a family allowance of 1,200 marks a month for each child under sixteen years of age, and, in certain districts, a residential allowance varying from 4% to 11% of salary according to the cost-of-living index of the locality.

Additional Salaried Activities

Subject to the approval of the general directorate of education, secondary teachers are entitled to accept additional salaried work in public education, provided their ordinary work does not suffer in consequence. They may also become members of parliament or municipal councillors, give private lessons, and publish textbooks.

Regulations on Working Hours

The number of hours per week each category of secondary teacher is required to work is given in the table on the preceding page.

The vacations through the year amount to seventeen weeks. Such vacations are all fully paid.

Welfare Schemes

A government-administered retirement scheme exists. Members are not required to contribute.

Secondary teachers are entitled to a retirement pension at the age of sixty-three, after a minimum of ten years' service. They receive full pension only if they have served for thirty years, or in the case of disability arising in the course of duty.

Full retirement pension amounts to between 64% and 66% of last salary. A teacher with ten years' service is entitled to ten-thirtieths of full pension, and to one-thirtieth for each additional year, the maximum pension thus being attained after thirty years' service. Service is counted only after the twenty-first birthday, except in the case of disability.

Survivors' pension. The widow (or widower) of a qualified or auxiliary secondary teacher is entitled to a pension, as are also the children who are not over eighteen years of age or are not able to earn their own living.

Survivors' pension amounts to 20% of the deceased's salary for one survivor, plus 8% in the case of the second survivor, 4% in the case of the third, and 2% in the case of each subsequent survivor.

Contributions to the survivors' pension fund amount at the present time to 1% of salary (increments and cost-of-living allowance included).

Illness. Teachers who fall ill receive their full salary for up to thirty days, then two-thirds of it for up to a further one hundred-and-fifty days, and one half thereafter.

Foreign Teachers

Foreign teachers are not eligible for appointment to public secondary school posts, except for the teaching of foreign languages, and then only if they hold qualifications equivalent to those of their Finnish colleagues. If so appointed, they are on the same salary scales as their colleagues.

Private Schools

All private and municipal secondary schools are subsidized by the government. The subsidies amount to roughly 80% of the expenditure on the upkeep of these schools, and their teachers may therefore be said to rank as government officials. Their salaries and retirement pensions are comparable to those of their colleagues in the government schools.

FRANCE

From the reply sent by the Ministry of National Education

Salaries

Certificated teachers in public secondary schools in France rank as government officials, and their salaries are paid by the government.

Like all other officials, they are guaranteed stability of employment. They are also to a certain extent free to choose the locality in which they work, as due account of their wishes in the matter is taken when transfers are being made.

Various disciplinary measures may be taken against teachers whose work proves unsatisfactory or who are guilty of grave misconduct. Such measures include a reprimand, delayed promotion, relegation to a lower post, and withdrawal of permission to teach, even privately. The body with the power to take these measures is independent of the political authorities and includes colleagues of the teacher concerned to represent him, and is generally so constituted as to ensure that its decisions are just.

Salaries are calculated in accordance with scales which apply throughout the country, are based on three categories of teaching staff: *agrégés*, certificated teachers, and an intermediate category *(bi-admissible à l'agrégation)*, and are the same for both sexes.

TABLE I. — SALARY SCALES
(in thousands of francs per annum)

Categories	*Salary Stages* 1st	2nd	3rd	4th	5th	6th	7th	8th	9th
Heads, supervisors and teachers with the *agrégation*	551	650	739	828	918	998	1,079	1,159	1,228
Heads and principals with a first degree or a teacher's certificate:									
7th category	502	560	630	700	769	839	907	976	1,044
6th ,,	487	547	616	685	755	824	892	960	1,028
5th ,,	474	533	602	672	742	810	875	943	1,013
4th ,,	462	521	590	660	730	798	862	930	998
3rd ,,	452	511	581	650	719	788	850	918	988
2nd ,,	442	502	571	640	709	779	839	907	976
1st ,,	432	492	560	630	700	769	828	896	965
Supervisors with a first degree or a teacher's certificate:									
7th category	462	521	590	660	730	798	862	930	998
6th ,,	456	515	584	654	724	792	854	923	992
5th ,,	450	509	578	648	718	786	847	917	985
4th ,,	444	504	572	642	712	781	840	910	978
3rd ,,	438	497	566	636	706	774	834	902	972
2nd ,,	432	492	560	630	700	769	828	896	965
1st ,,	426	486	554	624	694	763	822	889	958
Teachers *bi-admissibles à l'agrégation*	472	535	608	682	755	828	900	973	1,044
Teachers with a first degree or a teacher's certificate, or attached to laboratories	422	481	551	620	690	758	818	884	953

The salary scales of the various categories of secondary school staffs are given in Table I.

Secondary teachers may not refuse to do on request two hours' teaching a week in excess of the prescribed maxima. Extra hours are paid at practically the same rate as ordinary hours, except that (a) none of the variable allowances are payable in respect of extra hours, and (b) no supplementary payment during the long vacation is made in respect of extra hours.

No deduction is made from payment for extra hours for compulsory insurance or the pensions fund.

Secondary teachers' salaries comprise 9 scales. Promotion from one scale to the next is based on teaching capacity, and a certain percentage of the teachers on each scale are promoted periodically. The various percentages and periods are given in Table II.

The *agrégés* teachers on the 9th scale in 1952 had been promoted to that scale after an average of 26-27 years' service. For teachers with a first degree, the corresponding average is 29-30 years.

Secondary teaching staffs are made up as follows: 5,307 *agrégés* teachers (i.e., 3,073 men and 2,234 women); 10,832 certificated or *assimilés* teachers (i.e., 5,828 men and 5,004 women); 656 certificated (senior division) teachers of drawing and music (i.e., 294 men and 362 women).

A proportion of the previous service of a qualified teacher transferred to secondary education is counted in determining his new scale. That proportion varies in inverse ratio to the extent of the promotion involved

TABLE II. — PERCENTAGE OF EACH CATEGORY PROMOTED AND INCREMENT INTERVAL

	25 %	55 %	20 %
1st scale to 2nd scale	2½ years	3 years	3 years
2nd " 3rd "	3 "	3½ "	4 "
3rd " 4th "	3 "	3½ "	4 "
4th " 5th "	3 "	4 "	4½ "
5th " 6th "	3 "	4 "	4½ "
6th " 7th "	3 "	4 "	5 "
7th " 8th "	3 "	4 "	5 "
8th " 9th "	3 "	4 "	5 "

Allowances and Privileges

In addition to the salaries indicated in Table I, secondary teachers are entitled to residential, family, and single-source-of-income allowances, a family supplement to salary, and, in the Paris area, a transport allowance.

The residential allowance is based on salary and place of residence. Under certain conditions it amounts to over 30% of salary.

Family allowances are paid for the second and subsequent children. Their amount depends on the number of children and the price index of the locality in which the teacher is living.

The single-source-of-income allowance is paid to married couples receiving family allowances, where only one of the partners exercises a

salaried activity, and also to young couples with no children or only one child.

The amount of the family supplement to salary depends on the size of the family and main salary. In cases where both husband and wife are government officials, such supplement is paid only to one of them.

There are in addition the repayment of travelling expenses, a removal allowance in case of transfer, and repayment of transport expenses and a daily allowance in the case of a teacher who has to travel to and from his work.

Irrespective of whether their parents are government officials or not, all children have the same opportunities for studying and obtaining scholarships.

Additional Salaried Activities

Like all other government officials, public teachers are in principle forbidden to combine their ordinary work with another salaried activity. Exceptions are customarily made to this ruling, however, in the case of additional activities which continue or supplement ordinary teaching activities, such as giving private lessons, courses and lectures, and the publication of textbooks and research.

A secondary teacher may become a member of parliament. On being elected he is required to apply for leave of absence for the duration of such membership.

Payment is made for work on examination boards.

Regulations on Working Hours

Secondary teachers who are *agrégés* are required to work a maximum of 15 hours a week, and certificated teachers a maximum of 18 hours. These maxima may be raised or lowered by one or two hours according to the size of the class and the subject taught.

The holidays are All Saints' Day (1st and 2nd November), Christmas and the New Year (23rd December to 2nd January inclusive), Shrove Tuesday (Monday, Shrove Tuesday, Wednesday and Thursday, when Palm Sunday falls in April, otherwise Shrove Tuesday only), Easter (the week before and the week after), Whitsun (up to and including the Thursday following Whitsun, when no extra holiday has been granted at Shrove Tuesday), and the long vacation (1st July to 30th September). During the first or the last fortnight of the long vacation, secondary teachers are at the disposal of the educational authorities, mainly for examination duties.

All holidays are fully paid.

Welfare Schemes

Retirement. Like all other government officials, secondary teachers have a special retirement and insurance scheme administered by the government. The compulsory insurance scheme is supplemented to some

extent by a voluntary fund which all members of national education staffs may join and which covers such matters as the organization of rest homes, supplementary maternity assistance, and additional repayments.

Secondary teachers are entitled to retire on full pension at the age of sixty, after thirty years' service. In the case of women teachers the length of service requirement is reduced by one year for each child they have had during their teaching career.

Secondary teachers are entitled to retire on reduced pension (a) without age or length of service requirements in the case of disability, and (b) after fifteen years' service in the case of married women or women with children.

Pension amounts to 2% of last salary (received over a period of not less than six months), for each year of service, subject to the proviso that in making the calculation a reduction of 50% is made on all salary in excess of six times the *cost-of-living minimum* (which amounts at the present time to 720,000 francs per annum). In the case of a teacher whose service has been exclusively in the metropolis, the years of service are subject to a reduction of one-sixth for the purposes of this calculation.

Pension is increased by 10% in the case of government officials who have brought up three children to the age of sixteen, and by 5% for each child subsequent to the third.

Contributions to the retirement pensions fund amount to 6% of salary proper.

In the case of disability contracted in the course of his duties, a secondary teacher is entitled, in addition to retirement pension, to a disability allowance amounting to the cost-of-living minimum multiplied by the disability coefficient.

Survivors' Pensions. The widows of secondary teachers are entitled to a pension amounting to 50% of the full or reduced pension and of the disability allowance the deceased was receiving, or was entitled to receive, at the time of his death.

A divorced or separated women is entitled to widow's pension only if the legal judgment has been given entirely in her favour. Remarriage before the death of her first husband involves the loss of her pension rights. If the divorced husband remarries and dies, the pension due is divided between his first and second wife in proportion to the duration of each marriage. Should one of the two women die, her share of the pension is then paid to the other woman, subject to whatever rights under age children may have.

The widower of a woman secondary teacher is entitled to 50% of the full or reduced pension and of the disability allowance the deceased was receiving, or was entitled to receive, at the time of her death.

Pensions are payable to widows or widowers only if the marriage in question has lasted a minimum of two years, or alternatively has produced one or more children.

Each orphan up to twenty-one years of age, or without limit of age in the case of an orphan unable through illness or disability to earn his own living, is entitled to a pension amounting to 10% of the full or reduced pension and of the disability allowance the deceased was receiving, or

was entitled to receive, at the time of his death, subject to the proviso that the combined total received by the widow and the orphans does not exceed the amount of such pension and allowance. If that total is in excess of that amount, the pension of the orphans is temporarily reduced.

If the widow dies, or if she is not eligible for pension, her pension rights are transferred to the orphans under twenty-one years of age, without prejudice to their rights *qua* orphans, as already described.

Registered children born out of wedlock and adopted children are treated as orphans; if there is no widow or any legitimate children, they are entitled to receive the widow's pension of 50%, and the second and each subsequent child of them to receive in addition the 10% temporary pension. If there is a widow they are entitled to the temporary pension only. If there are also legitimate children, half of the 50% pension is paid to the legitimate children, half to the registered children born out of wedlock and the adopted children.

When there is a surviving widow and under age children from two or more marriages, the widow's pension is maintained at 50%, and that of each orphan at 10% on the conditions given above. When there is no surviving widow, the 50% pension is divided equally among each group of children, and each child receives the 10% pension on the conditions given above.

The under age children of a woman teacher, in the case of the death of both father and mother, are entitled to 50% of the mother's pension and the second and subsequent children are each entitled to the 10% temporary pension. If there is a surviving father, they are entitled only to the 10% temporary pension. All such pensions are in addition to whatever family allowances are received.

Survivors' pensions rights are included in the 6% contributions referred to in the section above concerning retirement pensions.

Illness. In the case of duly certified illness secondary teachers are entitled to sick leave on full pay for three months and half pay for the following three months. All family allowances are maintained in full. If within a given period of twelve months a teacher has obtained sick leave for periods totalling six months and is still unable to resume work, he is placed on the reserve list or, if certified as permanently unfit for work, is retired. Should the illness be the result of an accident arising in the course of duty, or of an act of heroism, the teacher is entitled to his salary in full until he is retired, and to repayment of the expenses entailed.

Teachers suffering from tuberculosis, mental illness, poliomyelitis or cancer are entitled to long sick leave. They receive their full salary for three years and half salary during the following two years (five years and three years respectively in the case of the contraction of such illnesses in the course of duty).

Teachers unable to resume work on conclusion of long sick leave are placed on the reserve list or, if they so request, retired.

Women teachers are entitled to maternity leave on full pay for a maximum of fourteen weeks, followed if need be by sick leave.

For sickness insurance teachers are required to contribute 850 francs (425 francs if retired) to the social security fund, and the government makes an equal contribution.

Foreign Teachers

Foreigners may not be appointed to either public or private secondary schools. Naturalized persons are eligible for such posts only after they have been naturalized for five years. These rulings do not apply, of course, in the case of temporary exchanges of teaching personnel made in the framework of agreements with various countries abroad.

Private Schools

Private schools are required to observe only the relevant labour legislation in force. Private retirement schemes exist for their staffs. The subsidies they receive from the government are primarily intended for the payment of salaries.

GERMAN FEDERAL REPUBLIC

From the reply sent by the Permanent Conference of Ministries of Education

SALARIES

Men and women teachers in public secondary schools in the German Federal Republic are as a rule employees of the *Land*, district or commune, according to the authority which pays their salaries. After a probationary period lasting some years, they are certificated and given permanent appointments. In a few rather rare cases they are engaged on contract and are liable to dismissal without a pension.

Their statutes are in essentials the same as those applying to all officials. A teacher with a permanent appointment can be dismissed only for grave misconduct.

There are the following categories of secondary teachers :

(a) *Studienassessoren:* assistant secondary teachers holding a first degree and having passed a teacher training examination ;

(b) *Studienräte:* secondary teachers with a permanent appointment ;

(c) *Oberstudienräte: Studienräte* who have a special function in a secondary school, such as that of deputy headmaster or control of certain subjects, and who have a higher salary in consequence ;

(d) *Oberschullehrer:* secondary teachers who have not had university training, but have usually passed the primary teacher's examination and an examination in a special subject (singing, art, physical education), and who teach the lower secondary classes ;

(e) *Oberstudiendirektoren:* secondary headmasters ;

(f) *Vertreter des Oberstudiendirektoren:* deputy headmasters.

Public secondary school teachers have a salary scale, which is uniform throughout the *Länder*, as follows :

SCALE OF SALARIES

(in DM per annum)

Oberstudienräte	Studienräte	Oberschullehrer
4,800	4,800	3,300
5,300	5,200	3,550
5,800	5,600	3,800
6,200	6,000	4,050
6,600	6,400	4,300
7,000	6,800	4,500
7,400	7,200	4,700
7,800	7,500	4,950
8,200	7,800	5,200
8,500	8,100	5,500
8,800	8,400	5,800

In some *Länder* one sixth of the *Studienräte* and *Oberschullehrer*, on reaching their maximum salary, receive an allowance of DM 800 per annum.

The salary increments indicated in the salary scale above occur every two years, and maximum salary is thus reached in twenty years.

Oberstudiendirektoren have a commencing salary of DM 7,000 per annum rising by seven two-yearly increments to a maximum of DM 9,700 per annum. Headmasters and deputy headmasters of large schools have a commencing salary of DM 7,200 and DM 7,000 respectively per annum rising by seven two-yearly increments to a maximum of DM 10,600 and DM 9,700 respectively per annum.

Teachers are promoted to be *Oberstudienräte* and *Oberstudiendirektoren* on the basis of their qualifications and length of service. In some cases teachers are promoted to these posts who have not followed the routine course in all respects, but have special qualifications, and in the same way some *Oberschullehrer* are promoted to be *Studienräte*.

Studienassessoren and teachers engaged on contract, if unmarried, receive DM 4,320 per annum their first and second year of service, DM 4,560 per annum for the third, fourth and fifth year, and then, from the sixth year onwards, until such time as their posts are made permanent, the commencing salary of *Studienräte*. The same teachers, if married, receive DM 4,560 per annum for their first and second year of service, then during five years the commencing salary of *Studienräte*, plus thereafter the same increments as *Studieräte*.

Hourly payment (DM 3 to DM 5.70 per hour) is rarely made. Permanently appointed teachers are paid for the required number of hours, and receive no payment for such supplementary hours as they may do.

During their two-year period of practical training, secondary teacher trainees receive allowances varying from DM 100 and DM 300 per month according to their marital status and the number and age of their children, and a special bonus if they are made responsible for some part of the teaching work. On passing the *Land* examination in general and professional subjects, they are appointed *Studienassessoren* (as such, they are officials liable to dismissal), and then after a number of years of satisfactory service become *Slundienräte*.

The secondary teacher establishment is fixed each year in the budget. At the present time serving secondary teachers in the German Federal Republic number 30,000. Of these teachers the percentage of *Oberschullehrer* (i.e., teachers who have not had university training) varies according to *Land* from 6% (Schleswig-Holstein) to 17% (North Rhine-Westphalia). Some 8% to 15% of the posts for teachers with university training are reserved for the promotion of teachers who secure such training while in service.

When in this way a primary teacher or an *Oberschullehrer* is promoted to be a *Studienrat*, due account is taken of his former service, in the calculation of his new salary grading.

Allowances and Privileges

Like all officials, public secondary school teachers are entitled to the following allowances :

(a) Lodging allowance. This allowance varies in amount according to locality and number of children, as follows : from DM 858 to DM 2,184 (under three children), from DM 1,056 to DM 2,688 (three or four children), and from DM 1,188 to DM 3,024 (five children and over) per annum.

(b) Cost-of-living allowance. At the present time this allowance amounts to 40% of basic salary (plus 3% in Hamburg and Berlin).

(c) Family allowance. This allowance amounts per child to DM 25 (up to six years of age), DM 30 (up to fourteen years of age), and DM 35 (up to twenty-four years of age) per month, with the proviso that it is not paid for children of sixteen or more years old unless those children are still studying or doing an apprenticeship and not earning above DM 75 per month.

(d) Special allowances. These allowances are payable when for service reasons a teacher is obliged to move or, on account of housing shortage, to live away from home, and when he is travelling on duty.

When the need arises secondary teachers may also obtain an allowance for expenses incurred in connection with the birth of their children, illness or death, and financial assistance, and grants for study tours and the education of their children.

Additional Salaried Activities

Public secondary school teachers may combine their ordinary work with salaried work in other schools or at the university, subject to approval by the authorities, but not with any official non-educational work.

They are eligible for election at national, *Land*, and communal level. If elected, they are required in some *Länder* to relinquish their teaching post, but continue to receive part of their salary.

They may engage in private activities, provided so doing does not prejudice their ordinary work, and subject to approval by the authorities, and they are quite free to take up artistic, scientific or literary work with a view to improving their professional capacity.

They are paid for work on examination boards.

Regulations on Working Hours

Oberschullehrer and teachers of music and physical education are required to work twenty-eight to thirty hours a week, and *Studienräte* and *Studienassessoren* twenty-five or twenty-six hours a week. Headmasters, and teachers with administrative duties have a lesser number of hours, and the number is sometimes reduced also in the case of elderly teachers or teachers who were wounded during the war.

Public secondary school teachers enjoy eighty-five days' holiday a year, excluding religious and public holidays. All holidays are fully paid.

Welfare Schemes

No separate welfare scheme exists for permanent teachers in public secondary schools. Like all officials, they are statutorily entitled to retire on pension on reaching the age limit, to a disability annuity, and to

compensation in case of accident, and their families to a pension in the event of their death. They are not required to make contributions for these benefits.

Public secondary school teachers, on the other hand, who are engaged on contract, and whose salaries do not exceed DM 710 per month, are obliged like all employees, whether public or private, to be members of a social insurance scheme, and they and their employers are required to contribute to this scheme in the proportions fixed by law.

Retirement. Public secondary school teachers with permanent appointments are entitled to retire at the age of sixty-five, after a minimum of ten years' service, on a pension amounting to a maximum of 75% of last salary. They may also ask to retire at the age of sixty-two. They may also retire, if for reasons of health they are no longer able to fulfil their duties, on a pension varying in amount according to length of service (excluding service before twenty-seven years of age) between 35% and 80% of last salary.

Public secondary school teachers engaged on contract are entitled to retire at the age of sixty-five, after a minimum of fifteen years' service, and receive an annuity from the employees' social insurance scheme. They may also retire before this age if incapacitated, after contributing for a minimum of five years, on an annuity whose amount is calculated on the basis of DM 70 increased in proportion to number and amount of paid-up contributions.

Survivors' pensions. The widow of a public secondary school teacher with a permanent appointment is entitled to receive the deceased's salary for three months after his death, and thereafter an annuity amounting to 60% of the pension the deceased was entitled to at the time of his death. The children of such a teacher who are under eighteen years of age, receive a fraction of the widow's annuity or of the father's pension.

Illness. A public secondary school teacher with a permanent appointment who falls ill, continues to receive his salary, and, if the illness renders him unable to fulfil his duties, is retired on pension. In certain cases he receives assistance in connection with hospital expenses. In the event of his being the victim of a service accident, he receives a pension slightly higher in amount than retirement pension, and, if he dies, his family receives a pension.

Both permanent teachers and those engaged on contract are free, of course, to insure themselves against illness, privately, and at their own expense.

Foreign Teachers

Foreign nationals are not as a rule eligible for permanent teaching appointments, but may be engaged on contract in both public and private secondary schools, on the same terms as German secondary teachers engaged on contract.

Special conditions apply, of course, in the case of foreign teachers coming to the German Federal Republic under the auspices of the teacher-exchange schemes.

Private Schools

One condition of authority to open a private secondary school (given in article 7 of the constitutional law of the German Federal Republic) is that it shall provide its teachers with adequate legal and financial conditions. Such teachers come under the bodies which employ them, and their rights and duties are defined by private contract.

Miscellaneous

Salaries and conditions of service are the same in the German Federal Republic for both sexes.

GREECE.

From the reply sent by the Ministry of Ecclesiastical Affairs and National Education.

Salaries

Secondary teachers rank in Greece as government officials. The stability of their employment is guaranteed by the constitution. Their salaries are paid by the government.

Their salary scales are uniform throughout the country and make no distinction on the basis of sex. These scales are given in the following table:

ANNUAL SALARIES

	Drachmas
1st grading	11,520,000
2nd "	12,960,000
3rd "	15,120,000
4th "	18,000,000
5th "	20,160,000
6th (Headmasters)	24,480,000
7th "	28,800,000

No payment is made for whatever supplementary hours teachers may work.

Promotion is granted on the basis of selection and length of service, on completion of three years in the same grading. The length of time necessary to attain maximum salary depends on the availability of suitable vacancies.

The following table shows what percentage of the total number of secondary teachers is at present to be found in each salary grading:

SECONDARY TEACHERS BY SALARY GRADING

	%
1st grading	0.5
2nd "	15.0
3rd "	20.2
4th "	14.0
5th "	36.0
6th "	8.0
7th "	6.3

Years of service in a previous post are counted as pensionable service, but not in the calculation of salary.

Allowances and Privileges

Secondary teachers are not entitled to any salary supplements. They receive a travelling allowance when travelling on duty. Their children's school education is free.

Additional Salaried Activities

Secondary teachers are permitted to combine their ordinary duties with other posts in public education on authorization from the Ministry. They are not are entitled to accept other official posts.

They may publish textbooks.

Work on examination boards is unpaid.

Regulations on Working Hours

The number of hours secondary staffs are required to teach per week is as follows:

Headmaster	14 hours per week
Deputy headmaster	18 " " "
Academic teachers	26 " " "
Technical teachers	20 " " "

Secondary teachers enjoy 36 days of paid leave a year, excluding the ordinary weekly holidays.

Welfare Schemes

Retirement. Statutory provision is made for a compulsory insurance scheme for all government officials. Retirement pensions are paid by the government, and supplemented by (a) an official fund for officials, to which secondary teachers contribute 2% (up to 800,000 drachmas per month) or 4% (over 800,000 drachmas per month) of salary, and (b) a semi-official fund, to which secondary teachers contribute 2% of salary.

Secondary teachers have no contributions to make, except those to these two funds.

Like all other officials, secondary teachers are entitled to retire on pension after a minimum of twenty-five years' service. They receive full pension after thirty-five years' service. Retirement pension is also granted after fifteen years' service in the case of a teacher who must cease working for reasons of health.

The age limit is sixty-five years.

Retirement pension amounts to 80% of the average monthly salary for the last year of service in the case of teachers having completed thirty-five years' service, and to one-fiftieth of salary for each year of service in other cases.

Survivors' pensions. If a secondary teacher dies after completing a minimum of fifteen years' service, his widow is entitled to a pension for life and his orphans until they come of age. The amount of such pension depends on length of service and salary.

Illness. Secondary teachers who fall ill are medically cared for at government expense, and in the case of disability receive a pension provided they have completed not less than fifteen years' service.

All such pensions are paid by the government.

Foreign Teachers

Subjects of foreign countries are not permitted to become teachers in either public or private schools in Greece.

Private Schools

Private schools are controlled, but not subsidized, by the government, and their staffs are required to possess the same qualifications as those of the public schools.

GUATEMALA

From the reply sent by the Ministry of Public Education

Salaries

Secondary teachers in Guatemala rank as government officials.

Their tenure of office is guaranteed by the labour code *(Código de Trabajo)* and the salary scale law *(Ley de Escalafón)*. The duration of their contract is indefinite, provided that their work is deemed satisfactory and that they are not guilty of any misdemeanour involving dismissal.

Their salaries are paid by the government.

They have a scale of salaries which is set forth in the regulations concerning teaching staffs *(Reglamento de la cátedra y cargos docentes)* and is uniform throughout the country. The minimum salaries, reproduced here in Table I, are given in article 47 of the regulations.

TABLE I. — MINIMUM SALARIES

(in quetzals)

	Per Month	Per Annum
Full-time class	25	300
Class of four hours a week	20	240
Class of three hours a week	15	180
Class of two hours a week	10	120
Class of one hour a week	5	60

Article 5 of the education act lays down as follows: " Teachers on the post-primary scale are eligible for appointment to vacant secondary teaching posts in their respective subjects, and to receive the equivalent for six classes of 25 quetzals each plus the increments provided for in the scale ".

Secondary teachers may, in other words, receive a basic salary of up to 150 quetzals per month plus the statutory increment of their category.

Teachers not on the post-primary scale, supply teachers, and persons with some teaching experience, receive only basic salary, and are not eligible for the increments.

Headmasters and headmistresses on the post-primary scale receive a basic salary of 150 quetzals per month, plus the statutory increment of their category.

Probationers have no fixed salary scale. Their salaries are defined in their contract.

Teachers who replace a headmaster or teacher on leave receive the corresponding salary.

Secondary teachers are not required to do supplementary hours.

For the purposes of promotion, secondary teachers are grouped into six length-of-service categories: A, B, C, D, E, and F. Promotion is granted each five years to those teachers who during the course of this period obtain a minimum of sixty-five marks, out of a total of 100, for work and conduct. A questionnaire on each teacher is sent out each

year, covering his general and professional capacity and the amount of his participation in extra-scholastic activities. The maximum marks he may be awarded are 50 for the number of teaching hours, 20 for general and professional capacity, 20 for sense of responsibility and ability to cooperate, and 10 for readiness to help the pupils and society. The questionnaires are filled in objectively by the headmasters or their immediate superiors, and forwarded to the *Junta Calificadora de Personal.* The *Junta* has its headquarters in the capital, and is responsible for grouping the teachers in their categories.

These categories are defined in article 11. Teachers with up to five years' service are in category A, those with up to ten years' service in category B, those with up to fifteen years' service in category C, those with up to twenty years' service in category D, those with up to twenty-five years' service in category E, and those with over twenty-five years' service in category F.

Increments are as follows: 20% (category B), 40% (category C), 60% (category D), 80% (category E), and 100% (category F) of basic salary.

Maximum salary is thus reached in twenty-five years, i.e., on reaching category F, provided that the minimum of sixty-five marks for work and conduct is duly obtained each five years.

The distribution of 359 post-primary teachers by category as on 31st December, 1953, is given in Table II.

TABLE II. — DISTRIBUTION BY CATEGORY OF 359 POST-PRIMARY TEACHERS AS ON 31 DECEMBER, 1953

Category	No.	Category	No.
A	1	D	84
B	50	E	82
C	95	F	47

Former service in another official capacity counts towards determination of salary.

ALLOWANCES AND PRIVILEGES

Secondary teachers receive no salary supplements of any kind.

Their families receive a funeral allowance amounting to one month's salary in the event of their death.

ADDITIONAL SALARIED ACTIVITIES

Article 4 of paragraph X of congress decree No. 631 lays down that " no person may hold two or more salaried public posts, except hospital doctors and persons with educational posts ".

Secondary teachers may thus combine their ordinary work with other public work, provided that their ordinary work suffers neither in quantity nor in quality.

Service as elected deputy to the national congress counts only towards determination of length-of-service category.

Payment is occasionally made for work on examination boards.

Regulations on Working Hours

The number of hours secondary teachers are required to work per week depends on the classes for which they are made responsible. The maximum is thirty hours per week.

They enjoy two months (1st November to 31st December inclusive) of holiday a year. Secondary teachers, deputy heads and heads, of both sexes, are entitled during the holiday to a salary proportional to the amount of work they have accomplished during the working school year.

Welfare Schemes

A retirement and welfare scheme exists for public employees, including teachers. It is administered by the government, and involves reciprocal obligations.

Retirement. Secondary teachers are entitled to retire on pension after a minimum of ten years' service and at the age of fifty, or after twenty years' service and irrespective of age.

Retirement pension amounts to three fifths of average salary for the last five years.

Secondary teachers are required to contribute 5% of salary.

Survivors' pensions. The widow and children of a secondary teacher are entitled to a pension on submitting his death certificate, the marriage certificate, and the birth certificates of the children.

Survivors' pension is calculated in the same way as retirement pension.

Illness. Like all employees, secondary teachers are registered with the Guatemalan social welfare institute, and are thus insured against service and non-service accidents and for maternity.

Persons registered with the institute are required to contribute 2% of salary.

Foreign Teachers

Foreign nationals are eligible for appointment to teaching posts in public secondary schools if they meet certain requirements. These requirements are not applied in the case of private secondary schools.

Foreign nationals duly appointed to a teaching post enjoy precisely the same conditions as their Guatemalan colleagues, except that they are required to complete a trial period of one to three years in the post before being admitted to the statutory scale of salaries.

Private Schools

Teachers in private secondary schools are as a rule paid less than their colleagues in government schools. They do not receive the percentage increments described in the early part of the present report, but, like

their government colleagues, they are awarded marks for work and conduct every five years, so that in the event of their transfer to government service they will be eligible for such increments.

MISCELLANEOUS

Teachers who are not on the national salary scale are not entitled to the statutory percentage increments, but only to basic salary.

Teachers are admitted to the scale who hold a teaching certificate or diploma or a permit to work in education.

Secondary headmasters or headmistresses who are not on the national salary scale or registered in the post-primary cadre, are not entitled to the statutory percentage increments, but only to basic salary, which amounts to 150 quetzals (provincial capitals) or 200 quetzals (capital) per month.

HAITI

From the reply sent by the Department of National Education

Salaries

Secondary teachers in Haiti rank as government officials.

Their tenure of office is guaranteed by the constitutional law, and their salaries are paid by the government.

Their scale of salaries is uniform throughout the country, and is the same for women as for men.

SALARY SCALE

(in gourdes per annum)

	Minimum	Maximum
Secondary teacher, 1st category	5,700	7,800
" " 2nd "	4,200	5,400
" " 3rd "	3,300	3,900
Secondary headmaster, 1st category	9,600	12,000
Secondary headmaster, 2nd category	6,900	9,600
Supply teacher	3,000	3,600

There is no probation system, but a system exists of supply teachers who receive a salary.

Promotion is based on efficiency and length of service. The maximum salary is reached after not less than ten years' service.

The number and percentage of teachers in each salary category are given in the following table :

NUMBER OF TEACHERS

(by salary category)

Category	Number	%
1st	15	4.96
2nd	131	43.38
3rd	128	42.38
Supply	28	9.27
	302	99.99

Service in another official capacity counts for determination of salary.

Allowances and Privileges

Secondary teachers receive no salary supplements.

They may obtain scholarships from time to time which are tenable abroad, and send their children to the public national schools, and they and their family are entitled to a 50% reduction on hospital charges. The latter privilege is one enjoyed only by members of the teaching profession.

Additional Salaried Activities

In accordance with the country's constitutional law, public secondary school teachers are entitled to combine their ordinary work with other official education work. They may, for example, hold two posts in a secondary school, or combine their ordinary teaching with a professorship or evening class teaching.

On accepting an administrative or electoral post they are required to resign from their teaching work.

They are permitted to engage in private salaried activities such as private lessons, publishing school textbooks, commercial activities, etc., on condition that such activities are in harmony with current laws and regulations.

Work on examination boards is unpaid, but a travelling allowance is granted by the Department of National Education.

Regulations on Working Hours

Secondary teachers are required by law to work for a maximum of twelve hours a week.

In addition to the weekly and public holidays, secondary teachers enjoy fifteen days' holiday in December, ten to twelve days at Easter, and two months (August and September) in summer.

All holidays are fully paid.

Welfare Schemes

All employees with a salary not exceeding 100 dollars a month are covered by a welfare scheme administered by a special government department. Their medical, hospital and funeral expenses are paid, and where necessary they can obtain grants.

Retirement. Secondary teachers are entitled to retire on pension on reaching the age of fifty-five and after twenty years' service, or on reaching the age of fifty and after twenty-five years' service.

Retirement pension is equal to last salary, to a maximum of 500 gourdes a month.

Secondary teachers are required to contribute 4% of salary to the retirement pensions fund. The government makes an annual allowance to this fund from the budget.

Survivors' pensions. The widow and under-age orphans of a secondary teacher eligible for pension are entitled to a pension. Until such time as she remarries, the widow receives a pension amounting to a half of the pension to which the deceased was entitled.

Illness. If duly registered with the government department administering the employees' welfare scheme, secondary teachers with a salary not exceeding 100 dollars a month are entitled to illness, accident, and disability allowances. The pensions law also lays down that any teacher

who falls ill, has an accident or is disabled, in the course of his duties, is entitled to a pension for life amounting to 50% of salary, to a maximum of 250 gourdes a month.

To enjoy these benefits secondary teachers are required to contribute 4% of their salary, and to have a minimum of five years' government service.

Foreign Teachers

Foreign nationals are eligible for appointment to either public or private secondary teaching posts.

Their conditions of service and salary are the same as those of subjects of Haiti, except that they do not enjoy pension rights.

Private Schools

Teachers in private or government-aided secondary schools enjoy less favourable conditions of service than their colleagues in government schools.

They do not contribute to the welfare funds, and thus do not enjoy pension rights or receive illness, accident, and funeral allowances.

Miscellaneous

The government gives every consideration to the needs of teachers, and endeavours each year within the limits of its financial resources to grant them salary increases and privileges such as the creation of a national education order.

Women teachers enjoy the same conditions in all respects as men teachers.

HONDURAS

From the reply sent by the Secretariat of State for Public Education

Salaries

Public secondary school teachers in Honduras rank as government officials.

The *stability of their employment* is guaranteed by article 136 of the public education code, which states : " Teachers and employees in the national education services whose conduct is satisfactory will retain their posts as long as they are able to perform their duties efficiently ; they will be entitled to full salary throughout the year, holidays included, and their salary will not be reduced except in consequence of a statutorily approved general reduction affecting the employees in their branch of the service ".

Valid grounds for the annulment of these guarantees are as follows : (1) physical defect causing loss of respect and ability to maintain discipline ; (2) proven incapacity prejudicial to the efficient running of the school ; (3) any kind of illness liable to affect the pupils' health and the teacher's efficiency, which has been certified as incurable by the school doctor or two other doctors ; (4) duly certified or inexcusable mental atrophy or debility ; (5) inability to maintain order and discipline by the statutorily accepted means ; (6) unjustified abandonment of post ; (7) proven misdemeanour.

Secondary teachers' salaries are paid by the government.

No salary scale exists for secondary teachers. They are paid by the hour, at the rate of 3 lempiras per hour in the public schools of the capital, and of 1.50 to 2 lempiras in private or government-aided schools.

Headmasters receive a minimum salary of 200 lempiras, and a maximum of 500 lempiras.

Amount of salary depends on the nature of the work done.

The supplementary hours secondary teachers may be required to do are unpaid.

Promotion is granted on the basis of length of service.

Allowances and Privileges

Secondary teachers receive no supplements to their salaries.

The government pays for the education of one of the children of a secondary teacher with a minimum of ten years' service. This privilege is one enjoyed by all government officials.

Additional Salaried Activities

Public secondary school teachers may accept additional work in other types of school.

In common with all government officials, they are permitted to become members of parliament, and are required to obtain leave of absence for the duration of their mandate. They are also permitted to accept official administrative work.

They may also engage in commercial activities, give private lessons, publish textbooks, etc., provided their ordinary work does not suffer in consequence.

They are paid for work on examination boards.

Regulations on Working Hours

Secondary teachers in full-time employment may work up to thirty-six hours a week.

They enjoy sixty days' leave a year, and receive full salary during the vacation period.

Welfare Schemes

A welfare scheme exists which is administered by the government and the Honduran teachers' association.

Retirement. Secondary teachers are entitled to retire on pension after thirty years' service. There is no statutory age requirement.

Retirement pension amounts to average salary for the last thirty-six months.

Contributions to the retirement pensions fund are paid by the government.

In the case of disability, secondary teachers receive a pension amounting to 50% (up to fifteen years' service), 75% (up to twenty years' service), or 100% (over twenty years' service) of salary.

Survivors' pensions. In accordance with article 143 of the public education code, the widow, children or parents of a deceased secondary teacher are entitled to the pension the deceased was receiving or was entitled to receive at the time of his death, the priorities being as follows: (a) the widow until such time as she no longer enjoys a good reputation or remarries; (b) the children until they become of age or get married; (c) parents unable through illness or indigence to support themselves (the pension is divided among them).

Such pension amounts to 50% (up to fifteen years' service), 75% (up to twenty years' service) or 100% (over twenty years' service) of salary.

Contributions to the survivors' pensions fund are paid by the government.

Illness. Secondary teachers who fall ill are entitled to leave on full pay for one month, and on half pay for two months.

Foreign Teachers

Foreign teachers are eligible for appointment to secondary teaching posts, and enjoy the conditions laid down in their individual contracts.

Private Schools

Teachers in private secondary schools receive a retirement pension and financial assistance for the education of one of their children, from the government.

ICELAND

From the reply sent by the Ministry of Education

Salaries

Public secondary school teachers rank as government officials. After a probationary period of two years, their appointments are made permanent.

Their salaries are paid by the government.

They have a scale of salaries (given in Table I) which is uniform throughout the country, and which is the same for both sexes.

TABLE I. — SCALE OF SALARIES OF PUBLIC SECONDARY SCHOOL TEACHERS

(in crowns per annum)

Category	Basic Salary Minimum	Maximum
Senior secondary school :		
Head teachers	39,295	
Teachers	24,840	33,120
Junior secondary school :		
Head Teachers :		
over 200 pupils	35,190	
125—200	33,120	
under 125	31,050	
Teachers (max. in 4 years)	22.770	31,050

The salaries given in Table I are based on nine months of actual service per annum, and may be reduced by one ninth for each month of absence.

Teachers with temporary appointments are on the same scale. They are paid by the month. Those who are engaged for a limited period or for a small number of hours each week receive about 80% of the salary of a permanent teacher. Regulations exist concerning the hourly rate of payment (given in Table II) (periods of 40 to 45 minutes).

TABLE II. — RATE OF HOURLY PAYMENT

(in crowns)

Category of School	Payment
Senior secondary schools	26.56
Junior secondary schools	22.42
Primary schools	16.50

Teachers paid by the hour are entitled to a cost-of-living allowance under the same conditions as permanent teachers.

The teachers in any given public secondary school are on the same salary scale, irrespective of their academic or professional qualifications. Maximum salary is reached in four years in the case of teachers in public

senior and junior secondary schools, and from appointment, in the case of head teachers in senior secondary schools. The award of increments is based solely on length of service.

Former service in another public service counts towards calculation of salary.

The number of teachers in public junior and senior secondary schools is given in Table III.

TABLE III. — NUMBER OF TEACHERS IN PUBLIC JUNIOR AND SENIOR SECONDARY SCHOOLS BY LENGTH OF SERVICE

Year of Service	Men	Women	Total
1st	9	1	10
2nd	7	1	8
3rd	2	4	6
4th	8	7	15
5th and over	171	22	193
Total	197	35	232

Allowances and Privileges

Public secondary school teachers are entitled to a cost-of-living allowance amounting at the present time to 52% (in conformity with the present price index of 152) of the first 26,400 crowns of annual salary and of 23% of the rest of salary.

Certain head teachers are entitled to a living accommodation against payment of a certain rent.

Public secondary school teachers with a minimum of ten years' service, are entitled to one year's leave on full salary.

Additional Salaried Activities

Public secondary school teachers are entitled to combine their ordinary duties with other public or private educational or administrative activities.

Payment for work on examination boards is made at the same rate as for lessons paid by the hour.

Regulations on Working Hours

Teachers are required to work 30 hours a week, in public junior secondary schools, and 24 hours a week, in public senior secondary schools.

They enjoy three to four months' holiday a year, in addition to fourteen days at Christmas and eight days at Easter. All holidays are fully paid.

Welfare Schemes

Retirement. There is a compulsory national insurance scheme. Public secondary school teachers contribute 4% of salary to the government officials' retirement pensions fund, and the government contributes 6%.

Public secondary schools teachers are entitled to retire on pension at 65 and with a minimum of 10 years' service. Full pension is based on thirty years' service, and amounts to 60% of average salary for the last 10 years of service. The amount of pension for teachers with less than thirty years' service is indicated in Table IV.

TABLE IV. — SCALE OF RETIREMENT PENSIONS

Years of Service	Amount of Pension (Percentage of Average Salary)
10	12.5
11	14
12	15.5
and so on up to	
30	60

Survivors' pensions. The widow, widower, and children of a public secondary school teacher are entitled to a pension varying in amount according to the deceased's length of service and his (or her) average salary for the last ten years of service. Such pension amounts to 20% of that average, if the deceased had a minimum of ten years' service, plus 1% for each additional year of service, up to a maximum of 40%. If the deceased had less than 10 years' service, the widow or widower receives the contributions the deceased has made, without interest. The children of a deceased public secondary school teacher, under 16 years of age, receive 25% more than the food allowance fixed by the Ministry of Social Affairs for children of this age in the Reykavik district if they have lost one parent, and double that allowance, if they have lost both parents.

Pension rights are lost in the case of remarriage, but are re-granted if this second marriage is dissolved, provided that the remarriage has not involved fresh entitlements.

Pensions are paid by the government.

Illness. No provision is made as yet for sick leave, except in the case of tuberculosis. In the case of tuberculosis a public school teacher is entitled to two thirds of salary during a period of two years. In the case of other illness, it is customary to pay two or three months of salary. Such payments are made direct by the government, but the municipalities are required to pay half the sums paid to public junior secondary school teachers (except in the case of tuberculosis, which comes under the special regulations of the tuberculosis law).

Foreign Teachers

Foreign teachers who cannot speak Icelandic are not eligible for appointment to teaching posts, except certain courses at the University.

Miscellaneous

Head teachers of public senior secondary schools receive the same salaries as university professors, and the teachers in these schools the

same salaries as first class government officials. Head teachers of the larger public junior secondary schools receive the same salaries as the divisional chiefs of the Ministry of Foreign Affairs, as the *chargés d'affaires* and consuls general, as assistant surgeons in a governmental hospital, and as lecturers at the university. Head teachers of the smaller public junior secondary schools receive salaries comparable to those of public senior secondary school teachers. Teachers in ordinary public junior secondary schools receive the same salaries as second class officials in the Ministries and other Government departments, as officials of the Icelandic church, as second class architects, and as the technicians and managers of telegraph offices.

INDIA

From the reply sent by the Ministry of Education

SALARIES

Teachers in public secondary schools (schools, that is to say, managed by a government or a local board) in India rank as officials of the central government, a state government, a district board, or a municipality, according to the body managing their school.

Their conditions of service are not uniform throughout the country. They have no written contract, and their service is governed by the rules framed from time to time by the managing body concerned. The pro-

SCALE OF SALARIES OF PUBLIC SECONDARY SCHOOL TEACHERS[1]

(in rupees per month)

State	Salary Minimum Rs.	Salary Maximum Rs.	Years Required to Reach Max.
Saurashtra	65	200	24
Mysore	70	150	14
Manipur	75	150	15
Bombay	75	200	21
Madhya Bharat	80	170	11
Jammu and Kashmir	80	200	15
Andaman and Nicobar Islands	80	300	28
Madras	85	175	13
P.E.P.S.U.	90	140	10
Punjab	90	150	12
Himachal Pradesh	90	150	12
Vindhya Pradesh	90	150	12
Bihar	100	190	16
Rajasthan	100	200	15
Bhopal	100	200	22
Kutch	100	200	20
Tripura	100	225	25
West Bengal	100	225	24
Assam	100	250	19
Coorg	100	300	24
Madhya Pradesh	110	200	18
Orissa	120	250	20
Ajmer	120	300	20
Delhi	120	300	20
Uttar Pradesh	120	300	20
Bilaspur	140	250	13
Hyderabad	154	280	16

[1] Excluding selection grades in the states of Bihar, Madhya Pradesh, Madras, Punjab, Hyderabad, Mysore, and Bilaspur.

bationary period is generally one year, although in some cases it may be extended to two years. One month's notice or one month's pay in lieu thereof is usually required in the case of discharge from service. Appeal is allowed to higher authorities.

Public secondary school teachers' salaries are paid by the body of which they are the officials.

Their salary scale varies from state to state. A comparative idea of the scales prescribed in 1952-1953 by the different state governments for trained graduates working in high schools can be had from the table given on the preceding page.

The salary scale for heads is generally higher than that for teachers.

There are no student teachers, and no separate scale for probationary teachers.

Salary grading is based on qualifications.

Annual increments are not withheld except in cases requiring disciplinary action. Promotion to the next grading is based on selection, in which seniority and meritorious work are the main criteria.

Maximum salary is reached in from ten to twenty-eight years, according to state, as indicated in the table.

Allowances and Privileges

All public secondary school teachers are entitled to a cost-of-living (" dearness ") allowance. Teachers in government secondary schools in certain states receive house rent and compensatory allowances according to place of service.

Teachers earning less than 100 rupees a month are generally entitled to certain fee concessions in respect of their children's education.

Like all categories of officials, public secondary school teachers are entitled to the usual travelling and halting allowances on transfer from one place to another or on official tours.

Additional Salaried Activities

Public secondary school teachers are not entitled to combine their ordinary work with other public educational or administrative work.

They are allowed to write textbooks and undertake private tuition work, with the permission of the authorities concerned.

Regulations on Working Hours

There are no regulations concerning the number of hours public secondary school teachers should work per week. They generally teach for about thirty hours a week.

They are generally not required to be present at school before the arrival or after the departure of the pupils.

They are entitled to from thirty to forty days' leave a year, in addition to Sundays and vacations. All holidays are fully paid.

Welfare Schemes

Retirement. There is no law concerning teachers' provident funds. Teachers in a government secondary school, however, contribute to the government-administered general provident fund. The government generally makes no contribution to this fund. Teachers may also, of course, take out a life insurance policy, at their own expense.

Service in a central or state government school is pensionable, and teachers are entitled to retire at the age of fifty-five.

Retirement pension for such teachers amounts to average salary for the last three years multiplied by years of qualifying service (to a maximum of thirty) and divided by eighty.

Service in a secondary school managed by a local board is not pensionable. There is, however, a provident scheme, to which teachers in such schools generally contribute at the rate of 6.25 % of salary, and the managing body an equal amount. In certain cases the government may also contribute to the scheme.

Survivors' pensions. The widows and orphans of teachers in central government and some state government secondary schools are entitled to a pension under certain conditions. The maximum duration of such pension is five years.

Illness. Public secondary school teachers are entitled to sick leave on production of a certificate from a competent medical authority, generally on full pay for one year during the whole course of service. Sick leave on half pay or without pay may also be granted in the case of protracted illness. There is no compensation for accident or disability. Teachers make no contributions for sick leave benefits. Women teachers are entitled to maternity leave.

Foreign Teachers

Foreign nationals are eligible for appointment to teaching posts in public secondary schools, provided they possess the necessary qualifications, and accept the same conditions of service and salary as their Indian colleagues.

In any given state public secondary school teachers from other states may be appointed on the same terms as the teachers from that state.

Private Schools

The conditions of service, salaries, rates of allowances, etc., of teachers in recognized private schools vary considerably. The salary scales are on the whole lower than those prescribed by the government.

Miscellaneous

Most of the states make no differentiation in salary on the basis of sex. In three or four states women are paid at a slightly higher rate

than men. In addition to the usual types of leave, as already noted, women are entitled to maternity leave. Other conditions of service are the same for both sexes.

The salaries of teachers in India are not yet high enough to encourage young teachers to remain in the teaching profession. Many of them take up teaching as a temporary stop-gap until they obtain access to more remunerative work.

INDONESIA

From the reply sent by the Indonesian National Commission for Unesco

Salaries

Public secondary school teachers in Indonesia rank as government officials.

Their tenure of office is guaranteed in accordance with the " Regulations on the Salaries of Officials ".

Their salaries are paid by the government. They have the following scale of basic salaries, which is uniform throughout the country :

SCALE OF BASIC SALARIES
(in rupiahs per annum)

Post	Grading	Salary Minimum	Salary Maximum
Teacher, junior secondary school	Va	2,880	6,336
Teacher, junior secondary school	Vb	3,384	8,640
Teacher, senior secondary school	VIa	4,800	8,928
Teacher, senior secondary school	VIb	5,040	12,240
Head, junior secondary school	Vc	3,888	10,368
Head, senior secondary school	VIc	5,760	13,680

Temporary teachers are paid according to their number of hours per week.

Teachers are paid for hours in excess of the weekly maximum of hours.

Salary grading depends on the level of the school. Two teachers with the same qualifications may thus have different salaries, as one of them may be a young teacher placed in a junior secondary school, and the other may be working in a senior secondary school.

Increments are granted on the basis of length of service and of the results of an examination held by the inspectors on diligence, aptitude, etc.

Maximum salary is reached in twenty years.

From one to three thirds of former service in another educational post is counted in the calculation of salary grading. Former service in a non-educational capacity is counted insofar as it is of value for teaching.

Allowances and Privileges

Like all government officials, public secondary school teachers are entitled to (a) a cost-of-living allowance, (b) a children's allowance, (c) a hotel expenses allowance (amounting to 60-70 % of salary) where necessary, and (d) a removal expenses allowance.

Additional Salaried Activities

Public secondary school teachers are entitled to combine their ordinary work with other public educational or non-educational work provided

their ordinary work does not suffer in consequence. They are eligible for election to parliament, but if elected are given leave of absence.

They may engage in private additional salaried activities other than commercial ones.

They are paid for work on examination boards.

Regulations on Working Hours

Teachers are required to work a maximum of twenty-six forty-five-minute periods a week in junior secondary schools and twenty-three such periods in senior secondary schools.

Heads of junior secondary schools are required to teach a maximum of fifteen periods a week.

Public secondary school teachers enjoy two periods of a fortnight each, and one period of six weeks, of holiday a year, fully paid.

Welfare Schemes

Retirement. Public secondary school teachers are required to contribute 2% of basic salary to the government-administered pensions fund.

They are entitled to retire on pension at the age of fifty, after twenty-five years' service.

Pension varies in amount from a minimum of 40%, to a maximum of 50%, of basic salary.

Survivors' pensions. Public secondary school teachers are required to contribute 7% of basic salary to the government-administered survivors' pensions fund. The widow of such a teacher is entitled to a pension for life or until such time as she remarries.

Illness. Public secondary school teachers are entitled to sick leave with pay. They receive from the government a sum equalling 5% of three months' salary if their expenses in this connection exceed such sum.

They are entitled to leave on full pay for six months, and on two thirds pay for six months.

Foreign Teachers

Foreign nationals are eligible for appointment to teaching posts in public and private secondary schools. Their salaries are usually higher, and in no cases lower, than those of their Indonesian colleagues.

Private Schools

The salaries of teachers in private secondary schools are comparable to those of their colleagues in public secondary schools.

No uniform scale of salaries exists in the case of private secondary school teachers.

Miscellaneous

Public secondary school teachers may be said to be as well paid as other officials in equivalent services.

Men and women teachers have the same regulations.

IRAQ

From the reply sent by the Ministry of Education

Salaries

Public secondary school teachers in Iraq come under the provincial directorates, which get their authority from the central educational authority in Baghdad, and they therefore rank as government officials.

After securing the approval of the Minister of Education the general directorate of education considers the appointment of candidates meeting the requirement of article 4 of the civil service law.

The tenure of office of public secondary school teachers is statutorily guaranteed.

Their salaries are paid by the provincial directorates which, as noted above, are connected directly with the Ministry of Education and thus with the government.

They have a scale of salaries which is uniform throughout the country. Salaries depend on university qualifications, and category (teacher, headmaster, probationer).

Commencing salary is ID 21 in the case of teachers with a bachelor of arts degree from a university in Iraq or an eastern country, ID 25 in the case of teachers with a bachelor of arts degree from a university in Europe or America, ID 30 in the case of teachers with a master of arts degree, and ID 35 in the case of teachers with a Ph. D. degree.

Public secondary school teachers are paid for such supplementary hours as they may do above the regulation service maxima, but the combined total of regular and supplementary hours may not exceed thirty a week.

They are normally promoted every three years. It should be noted, however, that teachers with the necessary length of service but with no university qualifications are required to pass an examination in order to be promoted from ID 25 to ID 30 and from ID 40 to ID 45. When the number of suitably qualified applicants exceeds the number of vacant posts, preference is given to those who are married and have children, then to those who are married.

Allowances and Privileges

Like all government officials public secondary teachers are entitled to a cost-of-living allowance, a family allowance, a travelling allowance, and facilities for the education of their children.

Additional Salaried Activities

Public secondary school teachers are entitled to combine their ordinary work with teaching in other schools, on condition that their combined total of hours does not exceed thirty a week.

They are also entitled to combine their ordinary work with official administrative work, provided that their services and experience are needed in the additional post. They are eligible to become members of parliament.

They are not permitted to give private lessons unless they obtain the permission of the Ministry of Education. They may publish textbooks, but not engage in commercial activities.

They are paid for work on examination boards.

Regulations on Working Hours

Public secondary school teachers are required to work a maximum of twenty-four hours (eighteen hours if 50 or more years of age) a week in intermediate schools, and twenty-two hours (seventeen hours if 50 or more years of age) in secondary schools.

They enjoy sixty days' holiday in summer and eight days in spring, fully paid.

Welfare Schemes

Retirement. When public secondary school teachers become permanent officials they are required to contribute to a retirement pensions scheme.

They are entitled to retire on pension at the age of sixty-three, or at the age of fifty-five after a minimum of thirty years' service.

They may also retire on pension, if they so wish, (a) on completion of a minimum of twenty-five years' service, (b) at the age of fifty or over, or (c) in the case of physical or mental illness certified by an official medical board as being permanent and rendering the teacher incapable of fulfilling his duties.

A public secondary school teacher may resign at any time, subject to approval of the Ministry of Education.

Illness. Public secondary school teachers are entitled to sick pay if the illness arises in the course of duty. There is no compensation law. A probationary teacher who is dismissed on grounds of disability is not entitled to compensation. A permanent teacher dismissed on the same grounds is entitled to compensation or, if he his eligible for it, a pension.

Foreign Teachers

Foreign nationals are eligible for appointment to teaching posts in public and private secondary schools, on the basis of a contract between them and the Ministry of Education. Their salaries depend on their university qualifications and experience.

Private Schools

Appointment to teaching posts in private secondary schools is made by the persons in charge of these schools, on the basis of a contract. The government exercises control over private schools only in respect of the academic qualifications and the competence of their teachers.

Miscellaneous

Men and women teachers have the same salaries.

IRELAND

From the reply sent by the Department of Education

SALARIES

Secondary schools in Ireland are privately controlled institutions, and appointments to them are made by the school authorities. They may employ "registered" teachers, and they may also employ "non-registered" teachers.

The regulations of the Department of Education require that each school shall employ a minimum of registered teachers, and that each of those teachers, if not a member of a religious order or a teaching community, shall be given a contract of employment which is terminable, except in cases of dismissal for gross misconduct, only upon three months' notice in writing taking effect at the end of school term.

Under such a contract registered secondary teachers are entitled to a minimum basic salary, payable by the school, of £ 200 (men) or £ 180 (women) per annum. If board and lodging are provided by the school, the minimum basic salary is £ 150 (men) or £ 140 (women).

In addition to the minimum basic salary payable by the school, a registered secondary teacher may be paid "incremental salary" by the Department of Education in accordance with the following scale:

(a) *Married men.* First increment of £ 190, followed by six increments of £ 17 each, eight increments of £ 22 each, three increments of £ 24 each, and one increment of £ 30.

(b) *Women and single men.* First increment of £ 135, followed by ten increments of £ 14 each, four increments of £ 18 each, and three increments of £ 21 each.

As from the 1st April, 1953, these amounts have been increased on the basis of an additional £ 25 for the first £ 30 per annum of scale salary, and at the rate of £ 1 for every £ 22 on the portion of scale salary in excess of £ 30.

To be eligible for the payment of incremental salary a registered secondary teacher must be engaged in teaching for a prescribed minimum of eighteen hours a week.

Headmasters and headmistresses must be engaged in teaching for at least ten hours per week, in schools of less than sixty-one recognized pupils, and are not required to be engaged in teaching, in schools of more than sixty-one such pupils. They may be awarded an increment on the incremental salary scale on completion of a year's approved teaching service.

A woman or a single man teacher could reach the maximum point of their scale in eighteen years, while a married man could reach the maximum point of his scale in nineteen years.

At the present time there are about 2,500 registered teachers and 1,600 non-registered teachers in secondary schools. Of the registered teachers, 2,351 are in receipt of incremental salary and may be classified

as follows: married men (424), (lay) single men (177), (religious) single men (608), (lay) women (447), (religious) women (695).

No payment is made by the Department in respect of teaching hours in excess of the prescribed minimum referred to above. Only teaching service in recognized secondary schools under the Department is taken into consideration for placing a teacher in the incremental salary scale.

Allowances and Privileges

Registered secondary teachers are entitled to the following allowances:

(a) *Family allowance.* Married men teachers on the incremental salary scale are paid an allowance at the rate of £ 27 per annum in respect of the third, fourth and fifth child where there are three or more eligible children. Widow teachers also receive this allowance in respect of a maximum of five eligible children, including the first and second child.

(b) *Rent allowance.* Married men teachers on the incremental salary scale who are not provided with residence by the authorities of their school may be paid an allowance in aid of rent, varying in amount from £ 42 per annum in large urban areas to £ 10.10.0 per annum in rural areas. Widow teachers with one or more dependent children are also paid this allowance.

(c) *Qualifications allowance.* A teacher on the incremental salary scale may be paid a special increment of £ 45.3.0 per annum in respect of an honours degree or its equivalent.

(d) *Language allowance.* A teacher may be paid an additional increment of not more than £ 36 per annum in respect of instruction given through the medium of Irish.

(e) *Marriage gratuity.* A man teacher on the incremental salary scale may be paid a gratuity of £ 75 on transfer to the scale for married men.

Additional Salaried Activities

The prescribed minimum of hours that registered secondary teachers and headmasters and headmistresses must be engaged in teaching, in order to be eligible for the payment of increments, has been indicated above.

A secondary teacher who combines his ordinary duties with teaching in a primary school in receipt of financial aid from the Department or in one of the Department's primary teacher training establishments, may not receive incremental salary in respect of his ordinary duties. Secondary teachers are free to engage in private remunerative activities such as giving private lessons, and commercial activities.

Secondary teachers acting as superintendents or examiners at the Department's certificate examinations are remunerated in respect of their services.

Regulations on Working Hours

The prescribed minimum of hours that registered secondary teachers and headmasters and headmistresses must be engaged in teaching in

order to be eligible for the payment of incremental salary, has been indicated above.

The Department does not prescribe a period for holidays in secondary schools, and each school makes its own arrangements in this regard. The average number of weeks for which the schools operate each year is about thirty-five. Incremental salary may be paid to teachers during the holiday period.

Welfare Schemes

The government administers a superannuation scheme for registered teachers in secondary schools. Membership of this scheme is voluntary, and contributions are paid by the members and by the schools in respect of each member of the scheme on their staff. Each teacher's contribution to the scheme is 5% of "standard" salary (i.e., minimum basic salary plus incremental salary, and such increment as he may have for holding an honours degree and instruction through Irish). The school's contribution to the scheme is £ 5 per annum for a man teacher and £ 4.10.0 per annum for a woman teacher. The government does not make a contribution in respect of each individual member of the scheme, but where necessary pays a lump sum to the fund to enable current expenses to be met.

In order to be eligible for the award of a pension a teacher (a) must have been a member of the scheme for a minimum of ten years and (b) must either have reached the age of sixty, or be incapacitated from teaching owing to infirmity of mind or body, or (c) be over fifty years of age and have incremental salary withdrawn for inefficiency and the circumstances be considered to be such as to justify the grant of a pension.

The amount of pension payable is one eightieth of pensionable salary for each year of service as a member of the scheme, and one hundredth of pensionable salary for each year of pensionable service prior to the date of the introduction of the scheme (1st August, 1929), subject to a maximum of forty years. Provision is also made for the payment of a lump sum on retirement in addition to the full payment of the pension. A teacher's pensionable salary is the average of his "standard" salary (as defined above) for the three years preceding retirement. A teacher who retires owing to ill health before he has completed ten years as a member of the scheme may be paid a disablement gratuity.

Survivors' pensions. Payment of pension ceases on the death of the pensioner. Should a teacher die while in the service, a death gratuity is paid to his estate. No provision is made for the payment of a pension to the widow or orphans of a teacher.

Illness. Payment of incremental salary is not made to a teacher in respect of absence owing to illness for more than four consecutive school days unless a medical certificate in respect of the period of absence is furnished. Payment of incremental salary is made for absence owing to illness, as certified by medical certificate, for a period or periods which in the aggregate do not exceed twelve months in any period of four consecutive years. Special sick leave with pay for eighteen months may be granted to a teacher who is found to be suffering from pulmonary tuberculosis.

Foreign Teachers

Appointments to the staffs of recognized secondary schools are made by the school authorities. Foreign nationals are eligible for such appointments, and the regulations of the Department apply to them in the same manner as to Irish nationals.

Private Schools

As already indicated, recognized secondary schools in Ireland are privately controlled institutions subsidized by the government. There are no government secondary schools apart from primary teacher training establishments.

Miscellaneous

Non-registered teachers are not eligible for the payment of incremental salary by the Department or for membership of the secondary teachers' superannuation scheme, and their salaries are not controlled by Departmental regulations.

ISRAEL

From the reply sent by the Ministry of Education and Culture

Salaries

Secondary teachers in Israel are not employed by the State. Some are employed by the municipalities and competent authorities (in Tel-Aviv and Nathanya, for example), and some by public bodies or teachers' cooperatives.

Their terms of service are those approved by the Ministry of Education and Culture: permanent tenure following two years on probation.

Their salaries are paid by the authorities by whom they are employed.

Their salary scale, given in Table I, is fixed by the government in consultation with the teachers' association.

TABLE I. — SCALE OF SALARIES OF SECONDARY TEACHERS

(in £ I per month)

Years of Service	Basic Salary	Years of Service	Basic Salary
1	60	12	92
2	62	13	94
3	66	14	96
4	70	15	98
5	74	16	100
6	78	17	102
7	82	18	104
8	84	19	106
9	86	20	108
10	88	21	110
11	90		

Principals, both men and women, receive a salary supplement varying in amount according to the number of classes in the school from £I 10 to £I 35 a month.

No secondary school teachers are paid at an hourly rate, except in respect of such supplementary hours as they may do, and then at a rate proportional to their regular salary.

Increments are granted on the basis of length of service, and maximum salary is attained after twenty-one years' service, as indicated in Table I.

Allowances and Privileges

Secondary teachers are entitled to a cost-of-living allowance amounting at the present time to a minimum £I 93.600 a month, and a family allowance of £I 3 a month for each member of the family.

Reductions are sometimes made in the school fees of teachers' children, but no definite regulation exists in this connection.

Additional Salaried Activities

With special permission secondary teachers may combine their ordinary work with other educational work and with private salaried activities.

Regulations on Working Hours

Secondary teachers are required to work twenty-four hours a week. This figure is reduced by two hours after the age of fifty, and by four hours after the age of fifty-five.

They enjoy one-hundred-and-eighteen days of fully paid holiday a year.

Welfare Schemes

Retirement. Secondary teachers have a pensions fund in operation, although not yet officially approved.

According to the terms of this fund, they are entitled to retire at the age of sixty-five on a pension amounting to 50% of last salary plus full cost-of-living allowance. Teachers and employers each contribute 6% of salary to the fund.

Survivors' pensions. The widow and the orphans of a secondary teacher receive a pension amounting to 60% of the pension the deceased was entitled to, for life in the case of the widow, and up to the age of eighteen in the case of the children.

Illness. Secondary teachers are entitled to sick leave on full pay for one month per annum (with the right of accumulation of up to four months), and on half pay for four months. Women teachers are entitled to two months' maternity leave.

Foreign Teachers

Qualified teachers from abroad are employed on the same terms as local teachers.

Private Schools

Generally speaking the terms of service are the same for all secondary schools.

Miscellaneous

Men and women teachers have the same terms of employment and remuneration.

ITALY

From the reply sent by the Ministry of Education

Salaries

Public secondary school teachers in Italy rank as government officials.

When they are admitted to the official teaching cadres and their post is thus made permanent, they enjoy the rights and duties laid down in the legal statutes for government officials, with certain modifications due to the nature of their work.

Their tenure of office, moreover, is then guaranteed. They may not be transferred unless there is evidence that their presence is prejudicial to the school.

The salaries of teachers admitted to the official cadres, including teachers in technical establishments whose administration is to some extent autonomous, are paid by the government. It is worth noting here that the salaries of teachers in *pareggiate* schools (details of which are given below under the heading of " Private Schools "), while not paid by the government, are nevertheless comparable in amount to those of their colleagues in the official cadres.

TABLE I. — LENGTH OF SERVICE GRADINGS

Secondary Teachers

		Grading
Class A,	Extraordinary post	10
"	After three years' service	9
"	After nine years' service	8
"	After fifteen years' service	7
"	After twenty-seven years' service	6
Class B,	Extraordinary post	11
"	After three years' service	10
"	After eight years' service	9
"	After thirteen years' service	8
"	After twenty-five years' service	7
Class C,	Extraordinary post	12
"	After three years' service	11
"	After eight years' service	10
"	After fourteen years' service	9
"	After twenty-six years' service	8

Heads

Junior Secondary Level, Commencing	7
Junior Secondary Level, After eight years' service	6
Senior Secondary Level, Commencing	6
Senior Secondary Level, After eight years' service	5

Public secondary school teachers have a salary scale which is uniform throughout the country and is the same for both sexes. A teacher's grading depends on the following two factors:

(a) The importance of the subjects he teaches, and the level at which he teaches. Teaching posts are classified in three categories *(ruoli)*: A, B, and C. Posts of category C are competitively filled with candidates holding merely a secondary school certificate. Posts of categories A and B are competitively filled with candidates holding a doctorate, and are to be found at senior secondary and junior secondary level respectively.

(b) Length of service. Promotion to the next higher grading is granted after so many years' service.

Heads of schools enjoy higher salaries, of course, than teachers, and are selected from among teachers who have a minimum of eleven years' service.

Scholarships vary in amount from 60,000 lire per month for further training in the provinces, to 250,000 lire for technical school teacher training.

The salaries of teachers whose appointments have not yet been made permanent are the commencing salaries of the category and grading of the post they occupy.

TABLE II. — SCALE OF SALARIES AND ALLOWANCES OF SECONDARY SCHOOL TEACHERS AND HEADS IN 1952

(in lire per month)

Grading	Salary [2]	Allowances [1]						Total	
		a [3]	b	c	d [4]	e [5]	f	Heads	Teachers
5	70,833	25,190	15,000	6,000	8,892	3,000	7,167	136,082	130,082
	65,833	21,175	15,000	6,000	8,892	3,000	6,936	126,836	120,836
6	54,583	25,190	13,000	6,000	6,890	2,600	5,813	114,076	108,076
	51,250	21,175	13,000	6,000	6,890	2,600	5,582	106,497	100,497
7	44,500	25,190	11,000	5,000	5,642	2,200	4,973	98,505	93,505
	42,250	21,175	11,000	5,000	5,642	2.200	4,742	97,009	92,009
8	37,916	25,190	9,000	5,000	4,836	1,800	4,425	93,167	88,167
	36,416	21,175	9,000	5,000	4,836	1,800	4,194	87,421	82,421
9	32,250	25,190	7,000	—	4,056	1,400	3,953	—	73,849
	30,083	21.175	7,000	—	4,056	1,400	3,953	—	67,436
10	25,500	25,190	7,000	—	3,198	1,400	3,391	—	65,679
	23,500	21,175	7,000	—	3,198	1,400	3,160	—	59,433
11	19,750	25,190	7,000	—	2,444	1,400	2,912	—	57,696
	17,916	28,175	7,000	—	2,444	1,400	2,681	—	52,616
12	16,000	25,190	5,400	—	2,002	1,000	2,215	—	51,807
	14,583	21,175	5,400	—	2,002	1,000	2,005	—	45,165

[1] The allowances in question are: a, cost-of-living; b, studies; c, headship; d, attendance; e, special work; f, thirteenth month of salary, paid in December. — [2] The maximum and minimum salary for each grading is given. There are two increments in gradings 5, 6, 7 and 8, three increments in gradings 9, 10 and 11, and four increments in grading 12. — [3] The two cost-of-living allowances given for each grading are those for teachers with average size family living in localities of over 800,000 inhabitants and under 300,000 inhabitants respectively. — [4] Attendance allowance is paid only in respect of effective presence at school. — [5] Special work allowance is not payable during summer holidays.

The scales of promotion and salaries-and-allowances of public secondary school teachers are given in Tables I and II respectively.

Only teachers with non-permanent posts, teachers whose posts have not yet been made permanent, and teachers whose time-table is as yet incomplete, are paid on an hourly basis.

Supplementary hours are paid for at a rate amounting to two thirds of ordinary remuneration.

Promotion comes about through completion of a given length of service, transfer to a higher category, or selection for appointment to a headship. Such selection is based on qualifications and a competitive examination held periodically by the Ministry of Education.

Maximum salary is attained after from twenty-five to twenty-seven years of service.

The number of heads, teachers and technical staff in public secondary schools by salary grading in 1951-1952 is given in Table III.

TABLE III. — NUMBER OF HEADS, TEACHERS AND TECHNICAL STAFF IN PUBLIC SECONDARY SCHOOLS IN 1951-1952[1]

Grading	Heads		Teachers		Technical Staff
	A[2]	B[3]	A[2]	B[3]	
5	20	125	—	—	—
6	194	355	87	891	—
7	150	366	826	3,372	—
8	80	—	1,064	4,736	13
9	—	—	779	3,475	98
10	—	—	416	2,062	376
11	—	—	456	101	233

[1] In addition there are 2,298 teachers and head teachers in instituts of visual arts and music, 9,500 qualified teachers of provisional special subjects, 60,268 assistant teachers, and 29,340 teachers in non-government schools.

[2] Technical and pre-vocational secondary schools.

[3] *Classical secondary schools.*

Former service in another cadre counts only towards the calculation of entitlement to retire and retirement pension.

Allowances and Privileges

The allowances to which public secondary teachers are entitled are given in Table II. As will be seen, they comprise a cost-of-living allowance, a studies allowance, a headship allowance, an attendance allowance, a special work allowance, and a 13th month of salary.

The cost-of-living allowance referred to in Table II includes a residential allowance whose amount varies according to size of locality (up to 600,000 inhabitants, and over 600,000). The cost-of-living allowance amounts to roughly one third of basic income in the case of teachers on the higher gradings, and well over one third in the case of teachers on the lower gradings.

Public secondary teachers also receive a family allowance (for their wives, children and, in some cases, dependent parents) in the form of a supplement to the cost-of-living allowance, amounting according to degree of kinship to between 1,000 and 3,000 lire a month.

In certain quite special cases, as for example at boarding schools, teachers are entitled to free lodging, but this does not influence the amount of their salary.

The privileges to which public secondary school teachers are entitled include (a) repayment of removal expenses on first appointment, (b) a reduction of 45% on State railways, (c) loans, grants, and scholarships for their children, granted by a special welfare fund, (d) repayment of medical and surgical expenses, (e) further training scholarships tenable in Italy and abroad, granted on the basis of competitive examinations held by the Ministry of Education, (f) free education for their children, in cases of proven financial hardship, (g) participation in study tours and further training courses partially or entirely at government expense, (h) free admission to State museums and libraries, (i) government five-year or ten-year loans (to a maximum of one fifth of salary), and (j) the purchase by instalments from the government, of a house, or hire at a very low rental.

Public secondary school teachers share these privileges with other government officials, except those listed under (c), (e), (g) and (h).

Additional Salaried Activities

Public secondary school teachers are entitled to combine their ordinary work with (a) teaching in another public school, if necessary for service reasons, (b) teaching in a non-government school (prior approval required), (c) teaching at university level, if they have the requisite qualifications, (d) private lessons (provided that they do not give more than one such lesson a day; and that the pupils concerned are not in the teachers' own class or the head's own school), (e) publishing textbooks, and (f) any limited professional activity compatible with the good name of the teaching profession. Public secondary school teachers may not take pupils as boarders.

Teachers receive special payment for work on government and certificate examination boards, comprising an allowance varying in amount according to the duration of the examination and the number of candidates, and repayment of such travelling and lodging expenses as they may incur.

Regulations on Working Hours

The number of hours public secondary school teachers are required to work varies considerably according to the type of school. It is usually in the region of eighteen hours a week, as compared with thirty-six hours in the case, for example, of technical teachers attached to a factory or laboratory.

Public secondary school teachers enjoy an average of one-hundred-and-ten days' holiday a year, excluding Sundays. All holidays are fully paid.

Welfare Schemes

Government officials, including public secondary school teachers, have a statutory welfare scheme, and the benefits they receive from it

are in some cases supplemented by arrangements made by professional associations.

Retirement. Public secondary school teachers are entitled to retire on a reduced pension on completion of a minimum of nineteen years, six months, and one day in a permanent government post, and on a full pension on completion of forty years' service, irrespective of age.

Retirement pension varies in amount according to last salary. The reduced retirement pension amounts to between 50% and 60% of last salary.

For retirement benefits teachers are required to contribute 6% to 8% of salary, and the government contributes an equal amount.

Survivors' pensions. The widow of a public secondary school teacher possessing pension rights, provided that as his wife she had not been legally separated from him, is entitled to a pension for life, the sons until they come of age, and the unmarried daughters until the age of twenty-four.

Such pension varies in amount from 60% to 80% of the pension which the deceased was receiving or was entitled to receive, according to the number of beneficiaries.

Illness. No special allowances are provided for in the case of illness or accident. A public secondary school teacher who falls ill is granted leave on full pay for up to sixty days, and then on one third pay (up to three years' service) or half pay (over three years' service) for up to a maximum of a further ten months. In addition, teachers are entitled to ask for repayment of medical and surgical expenses from the national government employees' assistance fund (*ENPAS* or, in full, *Ente Nazionale per Assistanza agli Statali).*

A public secondary school teacher who is the victim of an accident causing partial or total permanent disability, is entitled to a special annuity for life. In the case of a non-permanent disability not definable in terms of the illness regulations, the teacher concerned may be granted special assistance.

Teachers are required to contribute 2% of salary to *ENPAS*, and the government contributes 2.5%.

Foreign Teachers

Foreign nationals are not eligible for appointment to teaching posts in public schools. They may teach in private schools on the same terms as Italian subjects.

Private Schools

There are the following three types of private schools in Italy: (a) *pareggiate* schools which, as already indicated, are administered by bodies that have entered into an agreement with the government, and are organized like government schools in regard to the appointment and salaries of their teaching staffs ; (b) *parificate* schools which are government-recognized and award government-recognized certificates ; (c) *autorizzate* schools whose certificates are not recognized by the government.

Private schools of type (a) undertake to adopt similar regulations to those of government schools in regard to their teaching staffs' qualifications, appointment, salaries, duties, and welfare fund contributions. Except that they have a private contract and therefore a less secure tenure of office, the teaching staffs of such schools enjoy conditions of service which are comparable to those of their colleagues in public schools, and their rights and interests are cared for by their professional associations.

The teaching staffs in private schools of types (b) and (c) have conditions of service which are guaranteed directly by their individual rights in private law, or indirectly through their professional associations. Their employers are required by law to pay them certain minimum salaries, and to insure them against disability and old age.

Miscellaneous

One objective of the school reform under consideration since 1948 is the improvement of teachers' salaries.

Except in regard to certain subjects specifically intended for one sex, men and women teachers enjoy precisely the same rights and conditions of service.

JAPAN

From the reply sent by the Ministry of Education

Salaries

Teachers in national public secondary schools in Japan rank as national public personnel. Teachers in local public secondary schools, which are established by prefectures, cities, towns, and villages, rank as local public personnel of those establishing authorities.

Public secondary school teachers have permanent posts, except a few who are employed for a specially limited term.

Article 75, par. 1, of the national public service law lays down as follows : " The personnel shall not be degraded nor dismissed nor suspended from his office against his will, except in the case provided for in the Law or the Regulations of the National Personnel Authority."

Similar stipulations are made in regard to local public personnel in article 27, par. 2, of the local public service law.

The salaries of teachers in national public secondary schools are paid by the central government. Those of teachers in local public junior and part-time senior secondary schools are paid by the prefectures. Those of teachers in local public full-time senior secondary schools are paid by the prefectures, cities, towns, or villages. It should be noted, however, that in accordance with a special law, half the salaries of teachers in local public junior secondary schools are to be defrayed by the central government from the beginning of the fiscal year 1953.

The salary scale of teachers in local public junior and part-time senior secondary schools is fixed by each of the prefectures, by which such schools are established. That of teachers in local public full-time senior secondary schools is fixed by the local public body establishing such schools. It is prescribed (in article 25-5 of the " Law for the Special Regulations concerning Educational Public Service ") that in fixing such scales the prefectures, cities, towns, and villages shall keep a certain balance between them and the salary scale of teachers in national public secondary schools. There are thus no very considerable differences between the salary scales of local public secondary school teachers and those of national public secondary school teachers.

Salary class and grading are based on qualifications and length of service, and not on type of school, sex, or other factors, as is indicated in Table I, but the salaries of teachers in certain special schools are a little higher.

Salaries are not paid to student and probationary teachers.

If public secondary school teachers are requested by their principal to take supplementary hours, they are paid for so doing at the following rate per hour :

$$\frac{(\text{salary proper} + \text{local allowance}) \times 12}{44\ (\text{weekly hours}) \times 52\ (\text{weeks})} \times 1.25$$

TABLE I. — SCALE OF SALARIES OF NATIONAL PUBLIC SCHOOL TEACHERS (AS AT NOVEMBER 1952)

(in yen per month)

Class	Grading 1	2	3	4	5	6	7	8	9	10	11
1	4,400	4,500	4,600	4,700	4,800	4,900					
2	4,600	4,700	4,800	4,900	5,000	5,100	5,200				
3	5,000	5,100	5,200	5,300	5,400	5,550	5,700				
4	5,400	5,550	5,700	5,850	6,000	6,200	6,400	6,650			
5	6,000	6,200	6,400	6,650	6,900	7,150	7,400	7,650	7,900	8,150	
6	7,650	7,900	8,150	8,400	8,650	8,950	9,250	9,550	9,850	10,250	10,650
7	9,250	9,550	9,850	10,250	10,650	11,100	11,550	12,000	12,450	12,900	
8	11,100	11,550	12,000	12,450	12,900	13,400	14,000	14,600	15,200	15,800	
9	13,400	14,000	14,600	15,200	15,800	16,400	17,100	17,800	18,500	19,200	
10	17,100	17,800	18,500	19,200	20,000	20,800	21,600	22,400			
11	21,600	22,400	23,300	24,200	25,100	26,200					
12	26,200	27,300	28,400	29,600	30,600	31,900					
13	31,900	33,200	34,500	35,900	37,300	38,800					
14	38,800	40,300	41,800	43,300	44,800	46,300					
15	51,200	56,700	62,600	69,000							

For school administrative and other reasons, a system of holiday and night duty exists, for which teachers are paid at the rate of 360 yen.

Increments are granted on the basis of qualifications (including equivalent qualifications obtained through examination) and length of service. Maximum salary is reached in a number of years varying according to qualifications. University graduates, for example, may reach maximum salary in twenty-six years, or twenty-five years if they are working in a special secondary school.

The number of local public junior secondary school teachers by salary is given in Table II.

TABLE II. — NUMBER OF LOCAL PUBLIC JUNIOR SECONDARY SCHOOL TEACHERS BY SALARY

Salary *(in yen p.m.)*	No. of Teachers	Salary *(in yen p.m.)*	No. of Teachers
5,000-6,000	768	12,001-17,800	45,206
6,001-8,400	31,586	17,801-26,200	31,726
8,401-12,000	57,699	26,201-41,800	8,643

The conditions under which former service in another public post counts towards calculation of length of service are as follows:

(a) When the community in general considers given former service in another public post as useful from the educational point of view, then 80% to 100% of such service counts. This ruling affects persons who have had former experience in such fields as educational administration, music, fine arts, etc.

(b) When it is considered that given former service is useful from the educational point of view, but to a lesser extent than that listed under (a), then 50% to 80% of such service counts. This ruling affects persons such as clerical officers in non-educational fields, and technicians of laboratories, factories and other agencies related to teaching subjects.

The total number of teachers in national and local public secondary schools as on 1st May, 1953, is as follows:

National public junior secondary schools	1,347
National public senior secondary schools	409
Local public junior secondary schools	177,360
Local public senior secondary schools	88,287

Allowances and Privileges

Public secondary school teachers are entitled to a family allowance, a local allowance (varying in amount according to the local cost of living), a diligence allowance (payable twice a year, in winter and summer), a cold area allowance, a coal allowance (granted only in areas of severe cold), a special service allowance (including a remote area allowance), compensation for damages arising from public service, and a lump sum in case of death.

All public service personnel are entitled to such allowances, in accordance with law. In addition, teachers are sometimes granted special allowances for housing and research.

No special privileges are granted to national public secondary school teachers.

Additional Salaried Activities

Teachers in public junior or senior secondary schools may combine their ordinary duties with work in night schools or short training courses as part-time lecturers, and with other educational activities, where the person having the power to appoint recognizes that they will not fail to fulfil their ordinary duties.

In principle teachers may not combine their ordinary duties with administrative or other public work, unless authorized to do so by the power to appoint.

They may combine their ordinary duties with private educational work and, provided they get special permission, private non-educational work.

Teachers must obtain permission from the person with the power to appoint before accepting work on examination boards, and must submit documents to these boards showing whether they are to be paid or not. In this way payment, if any, may be made.

Regulations on Working Hours

Teachers in national public secondary schools, junior and senior, are required to work forty-four hours a week.

Teachers in local public junior and senior secondary schools are also required to work forty-four hours a week, in accordance with the regulations issued by the prefectures.

Teachers in national public junior and senior secondary schools enjoy twenty days' fully paid leave a year, in addition to ordinary holidays, and the same is generally true of teachers in local public schools.

WELFARE SCHEMES

Retirement. In accordance with law, national and local public school teachers are compulsorily members of the "Mutual Aid Association of National Public Officials" and the "Mutual Aid Association of Local Public Officials" respectively.

The law concerning pensions applies to national public secondary teachers, and to local public secondary teachers who entered the service before January 11th, 1949. Other appropriate and similar measures are taken by the prefectural and other local pensions associations in respect of local public secondary school teachers who entered the service on or after January 11th, 1949.

In accordance with the law, public secondary school teachers are entitled under certain conditions to (a) an ordinary pension, an additional pension, an injury and sickness pension, and a surviving dependent's pension, and (b) a lump sum in lieu of pension, and a lump sum in lieu of a surviving dependent's pension.

Teachers are entitled to a lump sum in lieu of pension if they have a minimum of three years' service, and to an ordinary pension (plus an additional pension) if they have a minimum of seventeen years' service. Teachers who are obliged to retire from public duty on account of injury or sickness are entitled to an injury or sickness pension (except during the period covered by the system of indemnity in public duty).

In addition to the length of service requirement, teachers must be over forty years of age to be entitled to an ordinary pension. Those from forty to forty-five years of age get 50% of the full ordinary pension, those from forty-five to fifty get 70%, and those over fifty get 100%.

The amount of a full ordinary pension is calculated by means of the following formula :

$$P = S \times \frac{50 + (N - 17)}{150}$$

P = full ordinary pension
S = annual amount of salary at time of retirement
N = years of service

Pensions are paid out by the prefecture in the case of public junior secondary school teachers, and by the central government in the case of public senior secondary school teachers, except for the lump sum in lieu of pension the latter teachers may get, which is paid out by the salary-paying agency.

The contributions teachers, the central government, the prefectures, and the minor local authorities are respectively required to make to the pension scheme are indicated in Table III.

Teachers who entered the service on or after 11th January, 1949, are entitled to a lump sum or an annuity on retirement in accordance with the provisions of the local public personnel law. The prefectures and the cities each have their own scheme for such teachers, while the towns and villages join forces in a scheme.

Survivors' pensions. The surviving dependents of a national public secondary school teacher who is eligible for, or receiving, an ordinary pension, are entitled to a pension, the order of priority being wife, under-

age child, disabled husband, parents, disabled adult child, grandfather or grandmother.

Such survivor's pension amounts to 50% of the ordinary pension, and is payable to the prior survivor among those listed above, for life or (in the case of an under-age child) until coming-of-age.

TABLE III. — SOURCES AND AMOUNTS OF CONTRIBUTIONS TO PENSIONS FUNDS OF LOCAL PUBLIC SECONDARY SCHOOL TEACHERS ENTERING SERVICE BEFORE JAN. 11TH, 1949

Education Authority	Type of Secondary School	*Pension-paying* Authority	Contributions (% of Salary) to Pension-paying Authority			
			Teacher	Central Gov.	Prefecture	Minor Local Authorities
Minor Local Authorities	Junior	Prefecture . . .	2%	1%	—	—
	Full-time senior	Central Gov. .	2%	—	—	2%
	Part-time senior	Central Gov. . .	2%	—	2%	—
Prefecture	Junior	Prefecture . . .	2%	—	—	—
	Full-time senior	Central Gov. . .	2%	—	2%	—
	Part-time senior	Central Gov. . .	2%	—	2%	—

Illness. Public secondary school teachers are compensated in accordance with the system of indemnity in public duty, if they fall ill or are injured while on duty, or receive some form of indemnity from their public school mutual aid association, in other cases.

Article 14 of the "Law for Special Regulations for Educational Public Service Personnel" lays down that principals and teachers are entitled to two years' suspension from office on full pay when they need to recuperate from tuberculosis, and that the supervisor may prolong such period where necessary to three years, within the limits of the budget.

The amount of sick pay and the length of sick leave are governed by prefectural regulations, and measures are being taken to ensure that the prescribed minima are maintained. In accordance with the "Labor Standard Law", pay during temporary suspension is 60% of average salary, and indemnity for injury varies in amount according to the category of injury.

The indemnity for injury while on public duty is paid by the central government or the local public body by whom the teacher's salary is paid.

Teachers contribute to their public school mutual aid association 3.9% of salary (class A members, to whom the pension law does not apply) or 2.9% of salary (class B members, to whom the pension law applies). The prefectures, cities, towns and villages also contribute, and the central government subsidizes the prefectures to the extent of one half of the contributions they make in respect of teachers engaged in compulsory education.

FOREIGN TEACHERS

So far as public secondary schools are concerned, there is hardly any need to employ foreign teachers, and practically no foreign teachers

are in fact to be found in such schools. Foreign nationals are sometimes employed, however, in private schools. Public schools with many Korean pupils often engage Koreans as part-time instructors. Foreign teachers enjoy almost the same conditions of service and salary as their Japanese colleagues.

Private Schools

Private school teachers are employed on contract, and the " Labor Standard Law " applies to them.

The independence of private schools is respected by the private school law, and they are subject to supervision by the Ministry of Education or the prefecture only within the limits prescribed by that law. They enjoy the assistance furnished by the " Private School Promotion Association ", which is an entity established in accordance with law, and is financed entirely by the central government.

JORDAN

From the reply sent by the Ministry of Education

Salaries

Public secondary school teachers in Jordan rank as government officials. Their tenure of office is guaranteed by statute, and their salaries are paid by the government.

They have a scale of salaries which is uniform throughout the country, as follows:

SCALE OF SALARIES

(in Jordan dinars per month)

Grading	Basic Salary Minimum	Basic Salary Maximum	Monthly Allowance Minimum	Monthly Allowance Maximum	No. of Teacher (in 1953-1954)
8th	13	16	12.5	21	360
7th	17	20	12.5	21	157
6th	21	25	12.5	21	94
5th	26	31	12.5	21	40

Promotion is made by selection based on efficiency and length of service.

Former service in another capacity does not count towards determination of salary grading.

Allowances and Privileges

Like all government officials, public secondary school teachers are entitled to a cost-of-living allowance, and repayment of removal expenses and four days' allowances when transferred.

Additional Salaried Activities

Public secondary school teachers may combine their ordinary duties with other public educational work on obtaining formal permission to do so.

They are not permitted to combine their ordinary duties with other public work of a non-educational kind.

On obtaining formal permission they may give private lessons, and publish textbooks.

Work on examination boards is paid.

Regulations on Working Hours

Public secondary school teachers are required to work on an average twenty-four hours a week.

They enjoy approximately one-hundred-and-twenty-four days of fully paid holiday a year.

Welfare Schemes

Retirement. No compulsory welfare insurance scheme exists for public secondary school teachers.

Such teachers are entitled to retire at the age of fifty, after twenty-five years' service. The government has the right to retire them, like all government officials, at any time after they have served fifteen years.

Maximum pension is reached after thirty years' service, and amounts to 50% of basic salary.

Survivors' pensions. The widow and children of a public secondary school teacher with a minimum of ten years' service are entitled to a pension amounting to 50% of the deceased's pension, for life or until such time as she remarries, in the case of the widow, for life in the case of unmarried daughters, and until they are twenty-five years of age or have completed their studies (whichever is the earlier) in the case of sons.

Illness. Public secondary school teachers are not entitled to pension on account of illness except by decision of the higher medical committee or unless they have a minimum of ten years' service. They are granted a lump sum varying in amount according to length of service, if they have less than ten years' service.

Foreign Teachers

Foreign nationals are eligible for appointment to teaching posts in public secondary schools on the same conditions as Jordan subjects, except that the duration of their service is fixed by contract.

Miscellaneous

The only difference in the conditions of service between public secondary school teachers and other government officials is that the former are entitled to retire after twenty-five years' service and the latter after not less than thirty years.

The regulations concerning conditions of service are the same for both sexes, except that only the women are entitled to receive compensation (paid as a lump sum) if they retire before completing fifteen years' service.

LAOS

From the reply sent by the Ministry of National Education

SALARIES

Public secondary school teachers in Laos rank as government officials. Their tenure of office is guaranteed by statutes fixed by royal order. Their salaries are paid by the government.

SCALE OF SALARIES
(in piastres per annum)

Licenciés or Certifiés Teachers

Grading	Licienciés d'enseignement or certifiés [1]	Licienciés libres [1]	Minimum Increment Interval
Hors classe Head Teachers:			
After 3 years	78,400	78,400	
Under 3 years	72,700	71,700	3 years
1st class	67,200	66,400	3 years
2nd class	62,200	59,800	3 years
3rd class	56,500	54,000	3 years
Teachers:			
1st class	50,700	48,200	2 years
2nd class	44,900	42,400	2 years
3rd class	39,100	36,700	2 years
Probationary Teachers	34,200	30,100	—

[1] Expressions used as in France.

Teachers of the Primary Education Category [2]

Grading	Salary	Minimum Increment Interval	
Head Teachers:			
Hors classe	52,300		15%
Exceptional class	49,000	3 years	
1st class:			
After 3 years	45,700	3 years	35%
Under 3 years	42,900	3 years	
2nd class	39,600	3 years	
3rd class	36,300	3 years	
Teachers:			
1st class	33,400	2 years	50%
2nd class	30,100	2 years	
3rd class	26,900	2 years	
Probationary Teachers	23,900	2 years	

[2] Holders of the French baccalaureate certificate or the equivalent; as such, they are entitled to teach in a secondary school.

The above scale of salaries is uniform throughout the country, and is the same for both sexes.

Teachers are paid for such supplementary hours as they may do at the rate of 50 piastres (*licenciés* or *certifiés* teachers) or 35 piastres (teachers of the primary education category).

Promotion is based on selection and length of service. Maximum salary is reached as a rule after twenty-five or thirty years' service.

Allowances and Privileges

Public secondary school teachers are entitled to a residential allowance, a cost-of-living allowance, and a family allowance. Head teachers receive in addition certain special allowances (lodging, furniture, service staff, cars). Service travelling expenses are repaid by the government. The children of public secondary school teachers are entitled to a 50% reduction of boarding charges in secondary boarding schools.

Additional Salaried Activities

Public secondary school teachers are entitled to combine their ordinary duties with other public educational work and with public administrative work. They may be sent on temporary or permanent mission, and at the same time retain their status and salary, and in some cases receive in addition special allowances. If elected to parliament, they are given leave of absence without pay for the duration of their mandate. They are at liberty to give private lessons, to take pupils as boarders, and to publish textbooks, but they may not undertake commercial activities.

Work on examination boards is compulsory, and unpaid.

Regulations on Working Hours

Public secondary school teachers are required to work seventeen hours a week, plus one hour a week if over ten of those hours are given in classes of less than twenty pupils, and minus one hour if over ten of the hours are given in classes of over thirty-five pupils. Head teachers are required to teach nine hours a week in a school with less than a hundred pupils, six hours in a school with up to one hundred and fifty pupils, and two hours in a school with up to two hundred pupils.

Public secondary teachers enjoy ten days' holiday at the New Year (Gregorian calendar), fifteen days at Easter (the Buddhist New Year), and three months in summer (June to September). All holidays are fully paid.

Welfare Schemes

Retirement. Public secondary school teachers are entitled to retire at the age of fifty-five, on full pension after thirty years' service, and on a reduced pension after twenty years' service. They contribute 6% of gross salary to the retirement pensions fund, and the government contributes 14%.

Survivors' pensions. The widow (provided she does not remarry) and the children of a public secondary school teacher with a minimum of fifteen years' service are entitled to a pension for life. Such pension is paid by the government.

Illness. Public secondary school teachers are entitled to sick leave for three months on full pay and three months on half pay, and, in the case of chronic illnesses (tuberculosis, leprosy) for up to ten years on full pay. Teachers who are disabled as the result of service illness or accident receive compensation from the government.

Foreign Teachers

Foreign nationals are not eligible for appointment to teaching posts in public secondary schools, except in the case of teachers who are of French nationality, possess university qualifications, and form part of the official cadres in France. Such teachers may be seconded for service in Laos, and retain their original status and salary.

Foreign nationals are permitted to open private schools in Laos, provided they hold equivalent qualifications to those held by teachers in public schools.

LEBANON

From the reply sent by the Ministry of National Education and Fine Arts

Salaries

Public secondary school teachers in Lebanon rank as government officials. Their tenure of office is statutorily guaranteed. Their salaries are paid by the government.

Their salary scale is uniform throughout the country, and is the same for both men and women.

SCALE OF SALARIES
(in £L)

Category	Monthly Salary	Category	Monthly Salary
1	580	5	460
2	545	6	435
3	510	7	410
4	485	Probationer	385

Headmasters and headmistresses are entitled to an allowance amounting to 25% of their salary.

Teachers in certain public secondary schools, notably of the non-general kind, are paid by the hour, at the rate of £L 16, £L 12, or £L 8 per hour according to the class taken and the teachers' university qualifications.

Secondary teachers are paid for supplementary hours at a rate fixed by decree.

Promotion is granted automatically, on the basis of length of service from one category to the next every two years. Secondary teachers reach their maximum salary after fifteen years' service.

When a teacher is transferred to a secondary school from another type of school his years of service since reaching the age of eighteen count towards the determination of his new salary.

Allowances and Privileges

Like all government officials, public secondary school teachers are entitled to the following allowances and privileges:

(a) a family allowance of £L 12 per child per month, to a maximum of £L 72;

(b) repayment of removal expenses if transferred for reasons of service;

(c) a daily allowance while on mission;

(d) a reduction for themselves and their family on government hospital charges;

(e) priority of admission to schools, for their children.

Additional Salaried Activities

Public secondary school teachers are permitted to accept other private or public teaching work outside their regulation hours of duty, and to engage in educational activities such as private lessons, publishing textbooks, etc.

They are paid for work on examination boards.

Regulations on Working Hours

Public secondary school teachers are required to work an average of eighteen hours a week.

They enjoy three months' holiday in summer, and in addition thirty-two days' holiday in the course of the year (including nine days at Christmas and seven days at Easter).

All holidays are fully paid.

Welfare Schemes

Retirement. In common with all government officials, public secondary school teachers are members of a government-administered welfare scheme, to which they are required to contribute 5% of salary.

They are entitled to retire at the age of sixty-five (or fifty-five, if they so wish), after thirty years' service.

Retirement pension amounts to a half of the average pensionable salary for the last two years of service.

In the case of invalidity arising in the course of service, public secondary school teachers are entitled to an invalidity pension amounting to a third or a half (according to the degree of invalidity) of the average pensionable salary for the last two years of service, for teachers with less than twenty years' service, and to a half or two-thirds of such salary, for teachers with twenty years' service or over, plus one-sixtieth of such salary multiplied by years of service in excess of twenty.

If the invalidity has not arisen in the course of service, they are entitled to a pension amounting to a third of average pensionable salary for the last two years of service. In the case of invalidity arising through assault in the course of duty or act of public devotion, they are entitled to a pension amounting to a half or two-thirds (according to degree of invalidity) of such salary.

Survivors' pensions. The surviving members of a secondary teachers' family are entitled to equal shares of the pension he was enjoying or was entitled to enjoy at the time of his death. The members of the family are taken to comprise the following: the widow, until such time as she remarries; the orphans up to eighteen years of age, or twenty-five if continuing their studies, or without limit of age if they are unable to earn their own living; unmarried daughters; parents without means of livelihood.

In the case of a woman teacher, the members of the family are taken as excluding the husband, unless he has no means of livelihood and is unable to perform salaried work.

Illness. Secondary teachers who fall ill are entitled to leave on full salary for one month, and on full salary for a further three months on the recommendation of a medical board. Total sick leave may not exceed eighteen months in a period of five consecutive years. If the illness is certified as incurable, the teacher in question is dismissed, and can claim a retirement or dismissal allowance. In the case of tuberculosis, the teacher in question may obtain sick leave on full pay for two years, and then for one year on half pay, and if still unable to resume his duties, is retired or dismissed.

Women teachers are granted maternity leave on full pay for a maximum of three months.

Foreign Teachers

Foreign nationals are eligible for appointment to public secondary teaching posts, provided they hold the required qualifications. They are appointed by contract of service.

Private Schools

Private schools enjoy freedom. The government may occasionally second a public secondary school teacher for work in a private secondary school.

Relations between teaching staffs and the school administration are governed by a law dated 27th March, 1951.

LUXEMBURG

From the reply sent by the Ministry of National Education

Salaries

Public secondary school teachers in Luxemburg rank as government officials.

Their tenure of office is guaranteed by the law concerning the rights of government officials.

Their salaries are paid by the government.

Their scale of salaries, uniform throughout the country, is as follows :

SCALE OF SALARIES

(in Belgian francs per annum)

Category of Teacher	Salary Minimum	Salary Maximum	No. of Three-year Increments	Amount of Increment
Teachers of special subjects (art, physical education, religion)	92,000	148,000	7	8,000
Teachers of commercial subjects	96,000	148,000	6	8,000
Teachers with a doctorate . .	104,000	176,000	9	8,000
Headmasters	156,000	196,000	5	8,000
Headmasters (boys' *Athénée* and *Lycée* in capital)	160,000	210,000	5	10,000
Assistant teachers (certif.) . .	78,000	90,000	2	6,000
Assistant teachers (uncertif.) .	66,000	78,000	2	6,000
Probationers		54,000	—	—

The salaries of women teachers are 10% lower than those indicated in the above table.

The salary scale category a given teacher is allotted depends on the certificates he obtains at the Luxemburg higher examinations.

Supplementary hours are exceptional, and in no case amount to more than three a week. Each supplementary hour per annum is paid for as follows : two-thirds of one twenty-second of salary (languages or science), or two-thirds of one twenty-fourth of salary (technical subjects).

No promotion system exists. Secondary headmasters are appointed by the Ministry of National Education.

Secondary teachers reach their maximum salary after from twenty-one to twenty-seven years of service.

NUMBER OF PUBLIC SECONDARY SCHOOL TEACHERS

Category	No.	%
Teachers of Special Subjects	29	12.5
Teachers of Commercial Subjects	7	3.5
Teachers with a Doctorate	191	84.0
	227	100.0

Allowances and Privileges

Like all government officials, public secondary school teachers are entitled to the following allowances :

(a) Residential allowance. This varies in amount according to salary and locality ; it is reduced to 75% in the case of single teachers, and is paid to a married woman teacher only if her husband is not able to meet the expenses of the home.

(b) Family allowance. This is paid for each child of up to nineteen years of age (twenty-three years in the case of children continuing their studies), or without limit of age in the case of children unable to earn a livelihood.

(c) Cost-of-living allowance. This allowance is made in the form of a periodical adjustment of salary to the cost-of-living index.

(d) Repayment of removal expenses.

Secondary teachers also enjoy certain facilities in connection with the education of their children, and study tours.

Additional Salaried Activities

Secondary teachers are permitted to give lessons in other schools, but not to accept other official work or engage in commercial activities.

They are paid for work on examination boards.

Regulations on Working Hours

Secondary teachers are statutorily required to work twenty-two hours a week.

They enjoy a total of ninety-nine days of fully paid holiday a year.

Welfare Schemes

Retirement. Public secondary school teachers are entitled to retire on pension on the following conditions :

Men Teachers		*Women Teachers*	
Years of Service	Age	Years of Service	Age
30	60 years	25	50 years
20	65 years	20	65 years
10 in the event of inability to work		10 in the event of inability to work	

Retirement pension amounts to one-third of last salary, plus one-sixtieth (one-fiftieth in the case of women teachers) of last salary for each year of service in excess of ten, to a maximum of five-sixths of last salary.

Pension in the case of a teacher who reaches the age limit and has thirty years' service, amounts to five-sixths of last salary. Such pension is reduced by one-thirtieth for each of year of service under thirty.

All contributions to the retirement pensions fund are paid by the government.

Survivors' pensions. The widow of a secondary teacher is entitled to a pension, provided that the marriage was contracted not less than one year before the death, and that the deceased had a minimum of five years' service. Such pension amounts to one-half the pension the deceased was receiving or was entitled to receive.

Orphans under eighteen years of age are also entitled to a pension, provided they are the offspring of a marriage contracted before the deceased ceased to work. Such pension is determined as follows:

Eight-fortieths of deceased's pension . (for 1 or 2 children).
Nine-fortieths of deceased's pension . (for 3 children).
Ten-fortieths of deceased's pension . . (for more than 3 children).

Pension in the case of orphans who have lost both father and mother, is determined as follows:

Six-twentieths of deceased's pension . (for one child).
Eight-twentieths of deceased's pension (for 2 children).
Ten-twentieths of deceased's pension . (for more than 3 children).

All contributions to the survivors' pensions fund are paid by the government.

Illness. Public secondary school teachers are required to be members of the government officials sickness fund. Their contributions to this fund amount to 2% of salary, to a maximum of 168 Belgian francs a month, and the government contributions to 1% of salary, to a maximum of 84 Belgian francs a month.

Teachers continue to receive their full salary, if they fall ill or have an accident, and they are entitled to a pension, if they become disabled.

Foreign Teachers

Foreign nationals are not eligible for appointment to either public or private secondary teaching posts.

Private Schools

No controlled private schools exist in Luxemburg.

MEXICO

From the reply sent by the Secretariat for Education

Salaries

Public secondary school teachers in Mexico rank as officials of either the federal or a state government.

Their tenure of office is guaranteed by the legal statutes concerning government employees.

Their salaries are paid by the federal government, a state government, or by a combination of the two or of the federal government with a municipality or with a private undertaking.

Table I. — scale of salaries [1]

(in pesos per month)

Staff Category	Salary	Number of Teachers
Head Teacher	1,263	30
Head Teacher	955	17
Head Teacher	921	70
Deputy Head Teacher-Secretary	1,239	30
Deputy Head Teacher-Secretary	936	18
Deputy Head Teacher-Secretary	722	57
Teacher, Certificated, Category A	1,214	53
" " " A	919	96
" " " B	1,067	59
" " " B	771	150
" " " C	919	110
" " " D	771	109
Teacher in Experimental Class E	653	10
Teacher, Category C:		
14 hours a week	672	1
13 "	767	1
12 "	576	15
12 "	708	2
10 "	590	53
10 "	480	61
9 "	531	86
9 "	432	46
8 "	472	73
8 "	384	45
7 "	413	40
7 "	336	3
6 "	354	418
6 "	288	211

[1] Extracted from the federal budget for 1953, and covering teachers in day and evening secondary schoolsl n the federal district, secondary boarding schools outside the federal district, type A special classes in federal district schools, type B special classes in schools outside the federal district, and the industrial school in the territory south of Lower California, and head teachers in day, evening and special schools.

Staff Category		Salary	Number of Teachers
Teacher, Category C *(cont.)*:			
5½	”	324.50	1
5	”	295	111
5	”	240	81
4½	”	216	4
4	”	236	343
4	”	192	230
3	”	177	888
3	”	144	767
2	”	118	247
2	”	96	509
1	”	59	267
1	”	48	24
Teacher *a diestramento* [1]:			
22 hours a week		880	1
18	”	720	7
18	”	630	1
16	”	640	1
15	”	525	3
15	”	600	69
14	”	490	3
14	”	560	10
12	”	480	9
12	”	420	57
10	”	400	58
10	”	350	2
9	”	360	2
9	”	315	9
8	”	320	3
8	”	280	1
6	”	240	6
6	”	210	13
5	”	175	3
4½	”	157	88
4	”	140	19
3	”	120	38
3	”	105	10
2	”	70	30
Assistant in Experimental Class		257	63
Workshop Chief, Category	A	1,038	1
”	A	912	1
”	B	958	3
”	B	843	2
Workshop Teacher, Category	A	879	8
”	A	772	20
”	B	737	1

[1] Taking subjects such as music, physical education, workshop activities, drawing, and modelling.

Staff Category	Salary	Number of Teachers
Workshop Assistant, Category A	779	8
" A	702	16
" B	718	10
" B	631	39
" C	639	8
" C	561	24
" D	559	9
" D	492	35
" E	480	5
" E	421	52
Teacher, Category C:		
Physical Education, 9 hours a week	549	1
Art, 17 hours a week	680	1
Senior Technical, 8 hours a week	488	1
Music, 7 hours a week	413	2
Laboratory Assistant, Category A	238	1
Teacher, Vocational Guidance, Category C,:		
9 hours a week	783	2
3 "	261	1
Teacher, Education, Category A	795	5
Inspector, Secondary Education	1,287	10
Chief, Federal District Secondary Day Schools	1,263	8
Chief, Federal District Special Schools	1,263	18

Such supplementary hours as a teacher may do in excess of the statutorily required number of hours are regarded as representing praiseworthy service, and as such are taken due note of by his superiors.

Promotion is made on a competitive basis, which includes professional training undergone, teaching activities, and length of service. A teacher cannot reach the highest gradings through length of service alone. The main criterion is professional capacity and efficiency.

Former educational service other than in secondary education does not count in the calculation of a teacher's salary grading, but may later have some influence on his promotion.

Allowances and Privileges

Public secondary school teachers are entitled to an allowance if they are working in an area considered as unhealthy or where the cost-of-living is relatively high. They enjoy medical attention and a life insurance, and in the event of their death their family receives a lump sum amounting to three months' salary.

Their removal expenses are repaid if they are transferred.

Other considerations being equal, their children are given priority in the award of scholarships. During official holidays and on school excursions and journeys public secondary school teachers are entitled to a 50% rebate on all means of transport, in all parts of the country.

Additional Salaried Activities

Public secondary school teachers are permitted to combine their ordinary duties with other official educational work and official non-educational work, including administrative work.

They are not eligible for public election.

No limitations are placed on their private activities.

Work in connection with either ordinary or special examinations is regarded as forming part of their ordinary obligations.

Regulations on Working Hours

Public secondary school teachers are required to work from two to twenty-four hours a week, according to their category.

They enjoy seventy-one days of fully paid holiday a year, distributed through the year as follows: (a) time-table A: ten days in May, ten days in September, and fifty-one days in December and January; (b) time-table B: ten days in March, ten days in December, and fifty-one days in July and August.

Welfare Schemes

Public secondary school teachers are compulsorily members of a government-administered pensions scheme. There is also a privately administered insurance scheme.

Retirement. Public secondary school teachers are entitled to retire on pension at the age of fifty-five, after a minimum of fifteen consecutive years of contributory service.

Retirement pension varies in amount according to length of service, as indicated in the following table:

Talle II. — scale of retirement pensions

Years of Service	Amount of Pension (% of last salary)	Years of Service	Amount of Pension (% of last salary)
15	40.0	23	70.0
16	42.5	24	75.0
17	45.0	25	80.0
18	47.5	26	85.0
19	50.0	27	90.0
20	52.5	28	95.0
21	60.0	29	100.0
22	65.0	30	100.0

Teachers contribute 5.5% of salary to the retirement pensions fund, and the government contributes an equal amount.

Survivors' pensions. The widow and orphans of a public secondary school teacher are entitled to a pension provided they were dependent on him for not less than five years immediately preceding his death.

Such pension is equal during the first year to the pension the deceased was entitled to, and is then reduced by 10% each year to one half of its initial amount.

Orphans are entitled to such pension until eighteen years of age, or without limit of age if they are disabled, and the widow for life, provided she not does cohabit with a man, maritally or otherwise.

Survivors pensions are paid by the directorate of civil pensions.

Illness. In order to receive sick benefits public secondary school teachers must satisfy the medical services of their temporary or permanent incapacity.

Subject to this proviso, they are entitled to indefinite sick leave on full pay, if their incapacity has arisen in the course of their duties, and on quarter pay, if that incapacity was otherwise caused.

Sick benefits are paid by the directorate of civil pensions.

Foreign Teachers

Only Mexican subjects by birth or naturalization are eligible for appointment to teaching posts in public secondary schools. Teachers in those schools, whatever part of Mexico they may come from, may be freely appointed to any part of the country.

Private Schools

The teaching in private schools is under the technical and administrative control of the Secretariat for Education. The expenses of such schools are met by their trustees or owners.

Teachers in private schools are not eligible for membership of the official pensions scheme. The benefits they enjoy are nevertheless comparable to those enjoyed by their colleagues in public schools, inasmuch as they have rights under the federal labour and social insurance laws.

Miscellaneous

The salaries of public secondary school teachers are slightly higher than those of their colleagues in the public primary schools, and almost as high as those of teachers in higher education establishments (the polytechnic, the higher normal school, the university, etc.).

Throughout the country men and women teachers have the same rights.

MONACO

From the reply sent by the Ministry of State

Salaries

Secondary teachers rank in Monaco as government officials and their stability of employment is guaranteed by the government officials' statute. Their salaries are paid by the government.

By agreement with France, secondary schools in Monaco are mainly staffed by secondary teachers who have been seconded for service in such schools from the French cadres, and hold a French first degree or the certificate of *agrégation*. Their salaries, allowances, and payment for supplementary hours are the same as those for university professors in France. The same is true of the procedure for their promotion.

At the present time the teaching staff of the secondary school in Monaco is made up as follows:

Agrégés	12 men
Holders of a first degree	5 men and 4 women

Allowances and Privileges

In addition to the allowances as granted in France (a) a lump sum of 100,000 francs is paid to secondary teachers seconded for service in Monaco, on production of evidence that they have incurred expenditure amounting to at least this sum in settling in Monaco, and (b) a special allowance of 100,000 francs per annum is paid to those among them who are *agrégés* as an inducement to come to and remain in Monaco.

Additional Salaried Activities

Secondary teachers are permitted to give private courses and lessons. They are forbidden to undertake any other salaried activities in a professional capacity, except to publish or to execute scientific, literary, artistic or educational works. Teachers who are citizens of Monaco may be elected to the *Conseil national.*

Regulations on Working Hours

As regards the number of hours secondary teachers are required to work per week, the same rules apply as in France.

Welfare Schemes

The same rules as in France apply to retirement, sickness and disability pensions and to matters concerning survivors' pensions.

Foreign Teachers

Apart from the obligations arising out of the agreement with France, no foreign teacher may be appointed to the secondary school in Monaco.

Private Schools

Secondary schools are supervised and inspected by two inspectors appointed by the higher authorities.

NETHERLANDS

From the reply sent by the Ministry of Education, Arts, and Science

SALARIES

Teachers in public secondary schools in the Netherlands rank as government, provincial, or municipal officials.

Their appointment is temporary for two years, and then becomes permanent. They are statutorily guaranteed stability of tenure.

The salaries of teachers in government schools are paid by the government, and those of teachers in municipal schools by the communes.

Uniform scales of salaries exist for the whole of the country.

Salaries vary in amount from 320 to 650 florins a month, according to length of service, hours of teaching, and qualifications. They are the same for both sexes.

The maximum salary of a teacher who holds a doctorate is higher than it would otherwise be.

The salary of a headteacher is between 620 and 740 florins a month.

Teachers of physical education and needlework are on special salary scales, which are lower than for other teachers.

As teaching is paid for in accordance with fixed salary scales, no additional salary is paid.

Teachers receive an increment each year, and reach their maximum salary after eighteen years' service (twenty years in the case of a teacher holding a doctorate).

At the present time there are 6,484 secondary teachers and 360 secondary headmasters and headmistresses.

Up to maximum of twenty years, half the years of service of a primary teacher promoted to the secondary service count towards the calculation of his new salary and his pension.

ALLOWANCES AND PRIVILEGES

Secondary teachers are entitled to the following allowances: (a) travelling allowance, in the case of a teacher working concurrently in two or more schools situated in different communes; (b) residential allowance, in the case of teachers unable to find a house in the town where they teach; (c) family allowance for each child.

ADDITIONAL SALARIED ACTIVITIES

Secondary teachers are entitled to combine their ordinary post with other educational or non-educational work, except the activities of municipal councillor or member of parliament, or commercial activities, on condition that their ordinary work does not suffer in consequence.

On election to parliament, a teacher is placed on the reserve list for the duration of his mandate. Teachers are not allowed, it should be noted, to give private lessons to pupils in their own class.

Work in connection with examinations held within the teacher's own school is unpaid.

Regulations on Working Hours

The number of hours per week secondary teachers are required to work is not statutorily fixed, but arranged at the beginning of each school year.

Secondary teachers enjoy eight weeks' holiday in summer, eleven days at Christmas, twelve days at Easter, and three days at the end of October. All holidays are fully paid.

Welfare Schemes

Retirement. Secondary teachers with not less than ten years' service are entitled to retire on pension at the age of sixty-five.

Retirement pension amounts to 1.75% of salary for each year of service, and thus to 70% of salary, the maximum, after forty years' service.

Teachers contribute 2% of their basic salary to the retirement fund, and the government contributes 16.1% of that salary to the retirement and widows and orphans fund.

Survivors' Pensions. The widow of a secondary teacher receives a life pension amounting to 50% of the first 2,000 florins of the deceased's basic salary, and 40% of the rest, to a combined maximum of 3,000 florins.

Orphans are entitled to a pension amounting to 10% of the deceased's basic salary, until they reach twenty-one years of age.

Teachers contribute 5% of their basic salary to the widows and orphans fund. The government contribution has been indicated above.

Illness. Teachers are compulsorily insured against illness if their salary does not exceed a maximum of 3,750 florins a year, and voluntarily insured if their salary is in excess of that figure.

Insured teachers with a permanent appointment and a minimum of ten years' service are entitled, in the case of their falling ill or meeting with an accident, to full salary for up to one year and a half, to two-thirds of their salary for up to a further one year and a half, and then to half salary for up to one year and a half. If at the end of these periods they are still unable to resume work, they are entitled to resign and receive a disability pension.

Insured teachers with a non-permanent appointment or less than ten years' service are entitled, in the case of their falling ill or meeting with an accident, to full salary for up to one year, two-thirds of their salary for a further six months, and half salary for six months.

Foreign Teachers

Foreign teachers are eligible for appointment to public secondary school posts only with the approval of the head of the government. If so appointed, their conditions of service are the same as those of their Dutch colleagues.

Private Schools

Teachers in private secondary schools enjoy the same conditions of salary, pension and holidays as their colleagues in government secondary schools.

Miscellaneous

A law is now being drafted which will raise secondary teachers' salaries to a considerable extent.

Conditions of service are the same for both sexes.

NEW ZEALAND

From the reply sent by the Ministry of Education

SALARIES

Teachers in public post-primary (secondary) schools in New Zealand are employed by the " School Boards ". These are local authorities whose funds are supplied by the government, and the teachers could therefore be considered more nearly government officials than provincial or municipal officials.

Their tenure of office is guaranteed by statute.

Their salaries are paid by their local employing authorities from funds advanced for that purpose by the government, and the government lays down the salary scale and other conditions affecting payment.

They have a scale of salaries, given in Table I, which applies throughout the country, and differentiates on the basis of sex. Promotion from grading I to III (grading II has been cancelled) is dependent on the personal classification of the teacher and has no relation to his school or the subjects he teaches.

Academic qualifications are recognized by an additional salary increment of £ 20 to £ 60, payable to assistants only.

There are no student or probationary teachers in the usual sense in post-primary schools. Graduates who wish to enter teaching may undergo a one-year course in a training college, and receive the following allowances :

Men	Under 21 years of age	£231 per annum
Men	Over 21 years of age	£434 per annum
Women	Under 21 years of age	£231 per annum
Women	Over 21 years of age	£330 per annum

TABLE I. — SCALE OF SALARIES OF PUBLIC POST-PRIMARY SCHOOL ASSISTANTS AND HEADS

(in £ per annum)

Grading	Salary Minimum	Salary Maximum
Assistants		
I Men	500	852
I Women	429	777
III Men	792	972
III Women	717	897
Senior Assistants (positions of responsibility)		
IV & V Men	912	1,152
IV & V Women	837	1,077
Principals (according to size of school)		
—	1,092	1,532
—	1,017	1,457

Overtime rates are fixed in relation to the full-time salary rate payable, as indicated in Table II.

TABLE II. — SCALE OF OVERTIME RATES

Annual Salary		Overtime Rate per Two-hour Period
Men	Up to £660	£1. 7.0
Men	£661 - £725	£1.11.6
Men	£726 - £790	£1.15.6
Men	£791 - £910	£2. to £3
Men	£911	£2. 5.3
Women	Up to £590	£1. 2.6
Women	£591 - £665	£1. 5.3
Women	£666 - £730	£1. 8.9
Women	£731 - £850	£1.12.9
Women	£851	£1.16.3

Advancement is secured in the following ways: (a) progress through grading I: by years of service; (b) promotion from grading I to grading III: according to personal classification; (c) progress through grading III: by years of service; (d) promotion from grading III to grading IV or V: there is a limited number of senior assistant positions, the vacancies are advertized, and applicants are selected by the controlling authorities.

The most efficient teachers reach grading III after fourteen years' service. Promotion to the top of grading V depends on the availability of the senior assistant positions concerned, and the length of time shows considerable variation.

In regard to the question of former experience, provision is made for counting a proportion of the time spent in trade, industry or commerce in the case of teachers of specialist subjects such as woodwork, engineering, and commerce. A primary assistant teacher transferring to a secondary assistant's position, other than a senior assistant's position, would transfer on the same salary.

Allowances and Privileges

Married men whose wives are not in receipt of salary receive additional salary at the rate of £57 per annum. A similar payment is made to women who through death, divorce, or separation are responsible for the maintenance of one or more children under eighteen years of age.

Relieving teachers are partly reimbursed for boarding expenses when required to teach away from home. Travelling expenses to and from such positions are also refundable.

Under certain conditions teachers are refunded part or all of the cost of their removal, as follows: (a) half cost in the case of a married man taking up his first permanent appointment; (b) ful cost in the case of any teacher taking up a first appointment to a country school; (c) full cost in the case of any teacher moving from a country school after having served there for a minimum of three years; (d) full cost, to a maximum of £80, in the case of any teacher moving on promotion after serving a minimum of three years in his last school; (e) full cost in the case of any teacher required

to move by circumstances beyond his control, such as the closing of his school or the reduction of its staff.

The refund of part or all of the cost of removal is granted under similar terms to members of the government service.

Additional Salaried Activities

Public post-primary schools teachers are entitled to combine their ordinary post with that of instructor in an evening class.

They may and do seek office on local bodies and stand as candidates for parliament. In the latter case they are granted leave without pay for the duration of the election campaign. If they are elected it is normal for them to resign their teaching position, although not required by law to do so, except that the necessary leave could be refused by the controlling authority. If a former teacher is defeated at an election and loses his seat in parliament, he is at liberty to return to the teaching service, and receives credit for the duration of his mandate.

There are no restrictions on the after-hours activities of teachers. Many teachers have published or assisted in the preparation of textbooks. Prior permission is required if payment is to be made from government funds.

In most school hostels teachers engage in supervision duties in return for free board and quarters. There is statutory provision for teachers to be appointed managers of school hostels under arrangement with the controlling authority.

Teachers serving as examiners receive payment for their services.

Regulations on Working Hours

There is no statutory provision for a minimum number of hours of duty, but the usual weekly minimum required by the school syllabus is five days of five hours each.

Public post-primary school teachers enjoy an average of ten or eleven weeks' holiday a year, and all statutory holidays occurring in term time, in addition.

Permanent teachers receive full salary for all holidays and vacations. Relieving or temporary teachers are paid for all holidays occurring during their employment, and in addition are paid vacation salary amounting to three tenths of their teaching service.

Welfare Schemes

A voluntary, government-administered superannuation scheme exists for teachers.

Retirement. The following contributors are entitled to a retirement pension : (a) every male contributor whose age is not less than sixty-five ; (b) every male contributor whose age is not less than sixty years and who has a minimum of forty years' contributory service ; (c) every female contributor whose age is not less than fifty-five years ; (d) every female contributor who has a minimum of thirty years' contributory service ;

(e) contributors irrespective of length of service who are classified as medically unfit to continue in their occupation.

Retirement pension is computed as follows: (a) one hundred-and-twentieth of average salary over the last five years for each year of contributory service; (b) the amount payable under (a) is increased by an equal subsidy with the proviso that such subsidy shall not be less than £3.15.0 for each year of contributory service or more than £300 per annum.

The rate of contribution by the contributor is determined by age at the commencement of contributory service, in accordance with the following scale:

Age	Contribution
Under 30 years	5% of salary
30 - 34 "	6% "
30 - 39 "	7% "
40 - 44 "	8% "
45 - 49 "	9% "
50 and over years	10% "

The present government subsidy to the superannuation scheme is somewhat in excess of £1 for £1.

Survivors' pensions. Where a male contributor to the superannuation scheme dies before or after becoming entitled to a retirement pension, the widow may elect to receive either (a) a pension during her widowhood at one half the rate of retirement pension to which the deceased contributor was entitled at the time of his death or to which he would have been entitled if he had then retired medically unfit, with proviso that the maximum widow's pension payable is £300 per annum and the minimum £104 per annum; or (b) a refund of the deceased's contributions less any sums received by him from the fund during his lifetime.

In addition the widow receives £26 per annum for each child under sixteen years of age, or eighteen years of age where the child is still attending school.

Illness. Public post-primary school teachers are entitled to sick leave with pay in accordance with a schedule which allows an aggregate of seven days for teachers with under three months' service increasing to three-hundred-and-six days for teachers whose service exceeds thirty years. Leave with pay is not granted where the sickness is due to misconduct or employment in an additional occupation.

Special leave with pay up to six months may be granted to a teacher who contracts tuberculosis and enters an institution for treatment.

The leave for maternity reasons to which married women teachers are entitled includes a period of six weeks' leave with pay prior to the birth of the child and, if she complies with certain conditions regarding return to duty, a further period of six weeks with pay.

Ex-servicemen who require leave owing to war injuries or sickness may be granted an aggregate of up to two years' leave with pay.

Special leave with pay may be granted in cases of injury or sickness which are the result of conditions of employment or accident while on duty. In such cases there is also provision for a refund of medical expenses where the employing "School Board" is liable for such expenses.

All payments are made from government funds, no contributions being made by the teachers.

Foreign Teachers

Foreign nationals are admitted to the post-primary teaching service under the same conditions as New Zealand born teachers, and receive credit for verified teaching service overseas.

Private Schools

Private schools are not subsidized by the government, and are independent of the government as regards employment of staff. Most employing authorities use a salary scale on similar lines to that of the government service, but they are not required by law to do so.

Miscellaneous

The salaries of public post-primary teachers are fixed by the " Government Service Tribunal ", which controls also the salaries of primary teachers and of the general government service. The average annual salary rate of the post-primary service is slightly higher than that of the primary teaching service, and the latter rate is in turn slightly higher than that of the general government service.

Where salary scales differ for men and women, that fact has been indicated in the foregoing ; in other respects conditions of employment are the same.

NORWAY

From the reply sent by the Ministry of Religion and Education

SALARIES

There are three categories of secondary schools in Norway : (a) government schools supported entirely by the government ; (b) municipal schools subsidized by the government ; (c) other schools, private courses, etc.

Teachers in schools of categories (a) and (b) rank as government officials.

Their tenure of office is fixed in laws and regulations.

Teaching staffs of secondary schools fall into three categories : headmasters, teachers graduated in one main and two subsidiary subjects, and teachers graduated in three subsidiary subjects. The teaching staffs of government schools are appointed by the cabinet by royal decree, and those of other schools by the Ministry.

The salaries of teachers in government secondary schools are paid by the government. The municipalities are responsible financially for the municipal schools, but are refunded 50% of their expenditure on teachers' salaries by the government.

Secondary teachers have a scale of salaries, given in Table II, which is uniform throughout the country, and is the same for both sexes. The salaries indicated are those of teachers employed full-time (i.e., a maximum of twenty-four hours a week in theoretical subjects and twenty-eight hours in handicrafts).

TABLE I. — NUMBER OF SECONDARY SCHOOL TEACHERS IN 1948-1949

Category of School	Graduates (one main and two subsidiary subjects)		Graduates (three subsidiary subjects)		Other Secondary Teachers	
	Men	Women	Men	Women	Men	Women
Government schools	378	40	14	14	37	22
Municipal schools . .	878	135	126	65	148	135
Private schools . . .	25	5	6	2	8	18
Total . . .	1,281	180	146	81	193	175

Hours in excess of the maxima given above are paid for at a rate proportional to regular salary.

Promotion is granted by the Ministry after the vacant post has been advertized.

Maximum salary is attained after eighteen years (teachers graduated in one main and two subsidiary subjects) or sixteen years (teachers graduated in three subsidiary subjects) of service.

The number of secondary teachers by type of school and category in 1948-1949 is given in Table I.

Former service other than in secondary education counts under certain conditions in the calculation of salary.

TABLE II. — SCALE OF SALARIES OF PUBLIC SECONDARY SCHOOL TEACHERS

(in crowns per annum)

Years of Service	Salary Class	Basic Salary	Cost-of-living Allowance	Gross Salary	Pension Scheme Contributions	Net Salary
		Graduates (one main and two subsidiary subjects)				
0	10	8,900	2,700	11,600	890	10,710
2	10 [1]	9,500	2,700	12,200	950	11,250
4	10 [3]	10,900	2,700	13,600	1,090	12,510
6	13 [1]	11,600	2,700	14,300	1,160	13,140
8	13 [2]	12,300	2,700	15,000	1,230	13,770
10	13 [3]	13,000	2,700	15,700	1,300	14,400
12	15 [2]	13,800	2,700	16,500	1,380	15,120
14	15 [3]	14,600	2,700	17,300	1,460	15,840
16	—	—	—	—	—	—
18	16	15,400	2,700	18,100	1,540	16,560
		Graduates (three subsidiary subjects)				
0	7 [1]	7,700	2,700	10,400	770	9,630
2	7 [2]	8,300	2,700	11,000	830	10,170
4	7 [3]	8,900	2,700	11,600	890	10,710
6	10 [1]	9,500	2,700	12,200	950	11,250
8	10 [2]	10,200	2,700	12,900	1,020	11,880
10	10 [3]	10,900	2,700	13,600	1,090	12,510
12	13 [1]	11,600	2,700	14,300	1,160	13,140
14	13 [2]	12,300	2,700	15,000	1,230	13,770
16	13 [3]	13,000	2,700	15,700	1,300	14,400
		Other Secondary Teachers				
0	7	7,100	2,700	9,800	710	9,090
2	7 [1]	7,700	2,700	10,400	770	9,630
4	7 [2]	8,300	2,700	11,000	830	10,170
6	7 [3]	8,900	2,700	11,600	890	10,710
16	8 [3]	9,500	2,700	12,200	950	11,250
8	10 [1]	9,500	2,700	12,200	950	11,250
10	10 [2]	10,200	2,700	12,900	1,020	11,880
12	10 [3]	10,900	2,700	13,600	1,090	12,510
14	—	—	—	—	—	—
16	11 [3]	11,600	2,700	14,300	1,160	13,140
		Heads (category III)				
0	15	12,300	2,700	15,000	1,230	13,770
2	15 [1]	13,000	2,700	15,700	1,300	14,400
4	15 [2]	13,800	2,700	16,500	1,380	15,120
6	15 [3]	14,600	2,700	17,300	1,460	15,840
		Heads (category I & II)				
Category II		16,200	2,700	18,900	1,620	17,280
Category I		18,200	2,700	20,900	1,620	19,280

Allowances and Privileges

Secondary teachers are entitled to a cost-of-living allowance, as indicated in Table II.

Public secondary school teachers with a minimum of five years' service receive a refund for removal expenses incurred in connection with transfer, in accordance with a statutory scale.

Additional Salaried Activities

In accordance with article 35 of a public secondary school law passed on 10th May, 1935, no permanent public secondary teacher may combine his ordinary duties with the post of head or teacher in another school, without the consent of the Ministry, but may combine them with administrative or private work.

Teachers are paid for work in connection with the examination of classes other than their own.

Regulations on Working Hours

The normal hours of attendance, as already indicated, are twenty-four hours (teachers of theoretical subjects) or twenty-eight hours (teachers of handicrafts) a week.

Teachers enjoy thirteen or fourteen weeks of fully paid holiday a year.

Welfare Schemes

Retirement. All teachers serving in government-subsidized schools are required to belong to the government pension scheme. They contribute 10% of basic salary, except in the highest paid positions, as indicated in Table II.

They are entitled to retire on full pension at the age of seventy (men) or sixty-five (women), after a minimum of thirty years' service. Pension in the case of teachers with less than thirty years' service amounts to one thirtieth of full pension for each year of service.

Full pension amounts to 66% of last salary.

Teachers who fall ill are granted leave on full or reduced pay, or dismissed and granted a disability pension.

Survivors' pensions. The widow of a public secondary school teacher is not entitled to a pension if the deceased was sixty years or more of age or had already retired at the time of his marriage, if the deceased had less than two years' service at the time of his death or marriage, or if his death was due to an illness from which he suffered during his period of service or, to the proven knowledge of one of the partners, at the time of his marriage. A widow, moreover, foregoes her pension rights on remarriage. A widower is entitled to a pension only if it can be proved that his wife had supported him.

Widow's pension amounts to 60% of the pension the deceased was receiving, or would have been entitled to receive if he had continued in service with unchanged basic salary until the retiring age.

The orphans of secondary teachers are entitled to a pension amounting to a percentage, varying in amount with their number, of the old age pension, until they are eighteen years of age. Such pension is increased if both their parents are dead.

Illness. Government secondary school teachers are entitled to sick leave on full pay for up to three months, and the Ministry may grant sick leave on full pay for up to one year.

In the case of municipal schools the board of the teachers' replacement fund decides whether sick leave shall be granted and for how long.

Expenses incurred in respect of illness are paid by the government, in the case of government secondary school teachers, and by the teachers' replacement fund of the school, in the case of municipal school teachers. The latter contribute 1% of salary to the fund.

Foreign Teachers

Foreign nationals are eligible for appointment to teaching posts in secondary schools, but the supply of trained Norwegian teachers is at present greater than the demand, and the Ministry therefore agrees only in special cases to the appointment of foreign nationals to such posts.

Private Schools

In accordance with article 48 of a law passed on 10th May, 1935, any person intending to open a school or course leading to the matriculation *(examen artium)* or the secondary school examination is required to advise the Ministry. The Ministry is authorized to prohibit the opening of such a school or course, and to establish conditions of control at any time.

Private schools are not required to adopt the government salary scheme, but the majority of them do in fact do so.

PAKISTAN

From the reply sent by the Ministry of Education

SALARIES

Government secondary school teachers in Pakistan rank as officials. Their tenure of office is guaranteed by government rules and regulations.

Teachers employed in secondary schools administered and run by local bodies are governed by the rules of the local bodies concerned.

Teachers in government secondary schools in the provinces are paid by the Department of Education.

Secondary teachers' salary scales vary from province to province. They are based, as will be seen from Tables I, II and III, on academic qualifications and professional training.

TABLE I. — APPROVED SCALE OF SALARIES OF SECONDARY TEACHERS (PUNJAB)

(in rupees per month)

Category	Salary Minimum	Salary Maximum	Amount of Increment
Anglo-Vernacular teachers (15% of cadre) .	250	355	15
Anglo-Vernacular teachers (85% of cadre) .	130	200	10
	200	250	10
Classical-Vernacular teachers (15% of cadre)	150	250	10
Classical-Vernacular teachers (85% of cadre)	60	100	4
	105	140	7

Headmasters and headmistresses are usually senior persons and are appointed on merit. They receive a special salary supplement of 50 rupees per month.

TABLE II. — APPROVED SCALE OF SALARIES OF SECONDARY TEACHERS (EAST BENGAL)

(in rupees per month)

Category	Salary Minimum	Salary Maximum	Amount of Increment
Assistant headteachers	200	300	10
Teachers	125	175	5
	175	180	5
	180	250	10
Vernacular teachers	80	160	4
Classical teachers	100	200	5
Vernacular teachers (middle English school)	60	140	4
Headteachers*	250	450	20
	450	750	25

* Efficiency bar after tenth and sixteenth stages, and rent-free quarters or an allowance of 50 rupees per month in lieu.

TABLE III. — APPROVED SCALE OF SALARIES OF SECONDARY TEACHERS (KARACHI)

(in rupees per month)

Category	Salary Minimum	Salary Maximum	Amount of Increment
High school headteachers	250	450	20
ditto, after 1st efficiency bar	450	600	25
ditto, after 2nd efficiency bar	600	750	25
Middle school headteachers	160	250	10
ditto, after efficiency bar	250	400*	15
ditto, selection grade	200	500**	15
Primary school headteachers: primary teacher's salary plus special pay of 30 rupees per month	—	—	—
Trained graduates	160	250	10
ditto, after efficiency bar	250	400	15
ditto, selection grade	200	500	15
Trained non-graduates	75	100	5
ditto, after efficiency bar	100	180	5
Holders of degree or diploma in oriental languages, selection grade	160	250	10
Holders of senior Vernacular teacher's certificate or equivalent	75	100	5
ditto, after efficiency bar	100	180	5
ditto, selection grade***	160	250	10
Holders of junior Vernacular teacher's certificate or equivalent****	60	100	4
ditto, after efficiency bar	100	120	5
Untrained matriculates	60	100	4
ditto, after efficiency bar	100	120	5
Untrained non-matriculates	60	80	2
Teachers of drawing	125	225	10
ditto, selection grade	160	250	10
Physical education instructors, graduates	160	250	10
ditto, after efficiency bar	250	400	15
ditto, selection grade	200	500	15
Physical education instructors, non-graduates	75	100	5
ditto, after efficiency bar	100	180	5
ditto, selection grade	160	250	10

* Plus special pay of 50 rupees per month.
** Plus special pay of 30 rupees per month.
*** Limited to holders of matriculation or higher academic qualification.
**** Two advance increments for matriculates.

Promotion is based on length of service and efficiency. Maximum salary is reached in about twenty years.

Former service in another service does not count in the calculation of salary grading.

ALLOWANCES AND PRIVILEGES

Secondary teachers receive a cost-of-living allowance, as indicated in Table IV.

TABLE IV. — SCALE OF COST-OF-LIVING ALLOWANCES

Annual Salary	Monthly Allowance
Up to 100 rupees	30 rupees
100 - 175 rupees	27½% of salary, to a minimum of 30 rupees
176 - 400 rupees	17½% of salary, to a minimum of 48 rupees
401 - 500 rupees	17½% of salary, to a minimum of 85 rupees
501 - 750 rupees	85 rupees

They are provided with free lodging when possible.

Government and local board secondary school teachers are paid a travelling allowance on transfer.

Secondary teachers with a salary of less than 100 rupees per month are generally granted full exemption of fees for the education of their first child. This privilege is restricted to teachers' children.

Additional Salaried Activities

Secondary teachers are not entitled to combine their ordinary work with other official educational work, unless they obtain the special permission of their employers, or with official administrative work not pertaining to their ordinary work.

They may undertake private remunerative activities such as giving private lessons and publishing textbooks, with the permission of the controlling authorities. They may not board pupils or engage in commercial activities.

Work on examination boards is paid.

Regulations on Working Hours

Secondary teachers are required to work from thirty to thirty-five hours a week.

In addition to public holidays and the summer and winter vacations, they are entitled to twenty days' casual leave per annum.

All holidays are fully paid.

Welfare Schemes

Retirement. There is no compulsory system of saving or insurance. Teachers are of course free to take out an insurance policy. All teachers, however, are compelled to belong to the government-administered general provident fund.

Government secondary school teachers are entitled to retire on full pension after thirty years' service or twenty-five years' approved service. The compulsory retiring age is fifty-five. Teachers under local or denominational bodies are not entitled to any pension, but they are permitted to contribute to the teachers' provident fund, and the controlling authorities contribute an equal amount; on retirement they are paid the total sum accruing to them.

Full pension amounts to 50% of average salary during the last three years.

Survivors pensions. No pension is paid to survivors in the event of the death of a secondary teacher.

Illness. No provision for compensation is made in the event of accident or disability, but hard cases may be treated generously on compassionate grounds. Teachers whose appointment has been confirmed or who have a minimum of one year's approved service are entitled to sick leave.

Foreign Teachers

Foreign nationals are not debarred from service in public or private secondary schools. Separate rules exist for those who enter government service.

In any given province of Pakistan, teachers from other provinces are treated in precisely the same way as equally qualified teachers from that province.

Private Schools

Teachers in private secondary schools recognized by the provincial Department of Education and in receipt of grants-in-aid have the same salary scale as their colleagues in government secondary schools. Private secondary schools are required to abide by the rules and regulations laid down in the provincial code concerning secondary school teachers.

Miscellaneous

Regulations are materially the same for men and women, except in respect of the availability of maternity leave in the case of women.

PANAMA

From the reply sent by the Ministry of Education

Salaries

Public secondary school teachers in Panama rank as government officials.

Their tenure of office is guaranteed by article 127 of education law No. 47 dated 24th September, 1946.

Their salaries are paid by the government.

They have a scale of salaries, given in Table I, which is uniform throughout the country, is based on qualifications, and is the same for both sexes.

TABLE I. — SCALE OF SALARIES

(in balboas per month)

Category	Salary
(a) *General Subjects Teachers:*	
Teachers with a secondary teaching university qualification	225.00
Teachers with a university qualification other than for secondary teaching	200.00
Teachers without a university qualification	150.00
Teachers without a secondary school qualification	125.00
(b) *Special Subjects Teachers:*	
Teachers of special subjects with a secondary teaching university qualification, per hour	6.00
Teachers of special subjects with a university qualification other than for secondary teaching, per hour	5.50
Teachers of special subjects without a secondary school qualification, per hour	4.50
Teachers of special subjects without a university qualification, per hour	5.50
(c) *Headmasters and Headmistresses:*	
1st category	400.00
2nd category	300.00
3rd category	250.00
4th category	200.00
5th category	150.00

There is no probationary system at secondary level.

Part-time teachers of special subjects are paid on an hourly basis.

Headmasters are required to have had a minimum of five years' service as a teacher.

There is no salary maximum. Secondary teachers receive an increment of 5 balboas per month every two years of satisfactory service, until they reach the retiring age after twenty-eight years' service.

TABLE II. — NUMBER OF SECONDARY TEACHERS (MEN AND WOMEN)

Category	Number	%
Teachers with a secondary teaching university qualification	352	49.43
Teachers with a university qualification other than for secondary teaching	91	12.78
Teachers with a secondary school qualification	222	31.17
Teachers without a secondary school qualification	47	6.60

Former service in another official capacity counts towards calculation of salary only insofar as it confers certain qualifications, and not in respect of its duration. In this connection article 5 of law No. 11. 11 dated 26th January, 1951, states that secondary teachers without university qualifications may be promoted to the second category (which is normally reserved for teachers with such qualifications) if they have satisfactorily served national education for a minimum of fifteen years, of which not less than four must have been passed in the secondary education service, and the remainder in the officially authorized practice of a liberal profession or the publication of educational books of recognized value.

Allowances and Privileges

Public secondary school teachers receive no salary supplements of any kind.

Only headmasters of public secondary boarding schools are entitled to certain privileges in regard to board and lodging.

Additional Salaried Activities

Public secondary school teachers may combine their ordinary work with university teaching.

They are not authorized to combine their ordinary duties with a non-educational official post. Article 246 of the constitutional law expressly states that " no public employee may concurrently receive two salaries from public funds, except in special cases arising in the national education service ".

Public secondary school teachers may combine their ordinary work with private salaried activities (private lessons, publication of textbooks, taking pupils as boarders, commercial activities, private evening school teaching, etc.) provided so doing does not infringe article 125 of law No. 47 of 1946, which states that " members of teaching and administrative staffs in public pre-primary, primary, and secondary schools may not engage in any employment, profession, or occupation prejudicial to the satisfactory performance of their school work ".

Regulations on Working Hours

Public secondary school teachers are required to be present at school forty hours a week.

In addition to the usual weekly holidays, they enjoy approximately ninety days' vacation a year.

The salary they receive during that vacation varies in amount according to the satisfactory nature or otherwise of their work during the working school year. Teachers receive three months' salary during the ninety days' holiday if they have worked satisfactorily throughout the working school year, but only two months' salary if their work has not given satisfaction. Teachers dismissed in consequence of grave misconduct lose all rights to salary during the holiday.

Welfare Schemes

A statutory welfare scheme exists for all workers, employees of private undertakings, and public employees, including public secondary school teachers. This scheme is administered by an autonomous social welfare fund. Women members are entitled to retire on pension at the age of fifty-five, and men at sixty. Retirement pension is calculated on the basis of number of paid up contributions, and the maximum amounts to 200 balboas per month. Members also receive sickness, disability, and other benefits.

Retirement. The social welfare fund was established only recently (1941), and the previous statutory provisions therefore still apply to members of public school teaching and administrative staffs. Such staffs may retire on pension (a) after twenty-eight years' service, irrespective of age, (b) after twenty years' service, irrespective of age, in the event of duly attested physical incapacity.

Retirement pension is payable, in the case of both headmasters and teachers, only if retirement be accepted in the sense of being placed on the reserve list, and thus of being liable to recall by the government.

Teachers who become disabled, and whose disability is duly attested, but who have not completed the statutorily required number of years of service, may apply for relief from the social welfare fund for such time as the disability may last.

The number of secondary teachers retired in the limited sense indicated above, and of those definitely retired, depends on the vote on the public budget. When funds are scarce, the number of pensions is reduced. The position may, in fact, become critical at times. Legislation already exists making the grant of retirement pension (limited or definitive) automatic, but in practice this is by no means the case.

Survivors' pensions. The widow and orphans of a deceased public secondary school teacher are not entitled to any kind of pension, as no legislation covering this matter exists.

Illness. Secondary teachers who fall ill, have an accident, or become disabled, receive a grant from the social welfare fund.

Foreign Teachers

Foreign nationals are eligible for appointment to teaching posts in public or private secondary schools on the same conditions of salary

as Panama subjects. They may be appointed, however, only on the basis of a yearly contract, which may be renewed in the light of service needs, and are not eligible to contest vacant posts.

They receive a salary during the vacation which is proportional to the amount of work they have done during the working school year. They are not entitled to a retirement pension. Otherwise they enjoy the same conditions of service as Panama subjects.

PRIVATE SCHOOLS

Teachers in private secondary schools have no uniform scale of salaries or clearly defined regulations concerning their conditions of service. Their hours of work and the length of their vacation are roughly the same as those of their colleagues in the public secondary schools, except that under no circumstances do they receive full salary during the vacation.

PERSIA

From the reply sent by the Ministry of National Education

Salaries

Public secondary school teachers in Persia rank as government officials. Their salaries are paid by the government.

Such teachers are of two categories : those trained by the government and forming part of the teaching cadres, and those holding the required qualifications and forming part of the administrative cadres of the Ministry of National Education or engaged on contract.

Each of these two categories has its own scale of salaries which is uniform throughout the country and is the same for either sex. Those scales are as follows :

SCALES OF SALAIRES

(in rials per annum)

I. Public Secondary School Teachers in the Teaching Cadres

Grading	Salary
I	23,040
II	25,920
III	29,160
IV	32,760
V	37,840
VI	41,400
VII	46,560
VIII	52,320
IX	58,800
X	66,120

II. Public Secondary School Teachers in the Administrative Cadres

Grading	Minimum	Average	Maximum
III	12,480	13,440	14,400
IV	16,320	17,760	18,960
V	22,080	24,000	25,200
VI	28,320	30,120	31,920
VII	35,520	37,800	40,320
VIII	43,800	46,440	48,960
IX	52,200	55,440	58,800

Public secondary school teachers engaged on contract have a commencing salary of between 6,960 and 26,640 rials per annum.

Students from the higher normal school are not paid during their few months of practice teaching in a secondary school.

Such supplementary hours as public secondary school teachers may do above the regulation maxima are paid for at the rate of 50 rials (senior secondary classes) or 40 rials (junior secondary classes) an hour.

Promotion is based on length of service, ability, and diligence. Teachers belonging to the teaching cadres remain one year in each grading up to grading IV, then two years in each grading up to grading VII, and then three years in each grading up to grading X. Those belonging to the administrative cadres who hold a first degree but have had no professional training, begin in grading III, and remain one year in that grading before passing to grading IV, one year in grading IV before passing to grading V, and then three years in each of the following gradings up to grading IX.

The number of public secondary teachers belonging to the teaching cadres and working in the capital, is as follows:

49	in grade I	82	in grade VI
24	„ „ II	99	„ „ VII
17	„ „ III	59	„ „ VIII
40	„ „ IV	49	„ „ IX
55	„ „ V	84	„ „ X

Former service in another cadre counts towards calculation of salary.

Allowances and Privileges

Public secondary school teachers receive a cost-of-living allowance amounting to 80% of the first thousand rials of their monthly salary, 50% of the second thousand and 25% of the third and subsequent thousands.

Married teachers in the teaching cadres receive a marriage allowance amounting to one third of the basic salary of grading I. If both partners are teachers, such allowance is paid only to one of them.

Public secondary school teachers of all categories are entitled to a residential allowance if they are working in a locality other than that where they were born, which varies in amount according to distance from the capital, and to climate, from 90% of salary in zone I, 70% in zone II, 50% in zone III, 30% in zone IV, to 20% in zone V. They receive an additional allowance of 20-25% of salary in areas with a bad climate.

Public secondary school teachers in Persian schools abroad receive a salary supplement of 70%.

General supervisors, head teachers, inspectors of the *académie*, department chiefs, provincial directors, and others, are entitled to a "technical" allowance amounting to half of basic salary (up to grading V) or one third of basic salary (up to grading X).

Teachers who are transferred receive a travelling allowance varying in amount according to the number of kilometres involved and their salary. The children of public secondary school teachers with a minimum of ten years' service (seven at least of which were active service) are exempt from all tuition fees.

Additional Salaried Activities

Public secondary school teachers are not permitted to combine their ordinary work with public administrative work. If elected to parliament, they are required to resign. They are at liberty to undertake remunerative private activities, whether educational or commercial in kind, including private lessons, publishing textbooks, taking pupils as boarders, etc.

Work on examination boards is paid for from the examination fees paid by the candidates.

Regulations on Working Hours

The number of hours public secondary school teachers are required to work varies according to length of service, from twenty-two hours a week

(up to three years' service), twenty hours (up to six years' service), eighteen hours (up to nine years' service), sixteen hours (up to twelve years' service), to fourteen hours (thirteen years' service and over).

Public secondary school teachers enjoy fifteen days' leave a year, in addition to the long vacation of two and a half months (from 1st *Tirmah* to 16th *Chadrivarmah*, or, in the hotter areas, from 15th *Khordahmah* to the end of *Chadrivarmah*, that is to say, from 5th June to 22nd September). All holidays are fully paid.

Welfare Schemes

Retirement. The age limit is seventy, but public secondary school teachers are entitled to retire on pension if they wish after twenty years of continuous service or twenty-five years of discontinuous service, or at the age of sixty. These regulations do not apply to teachers engaged on contract.

Retirement pension is paid by the government retirement pensions fund, and amounts to one thirtieth of last salary multiplied by years of service, to a maximum equalling gross salary.

In the case of disability, public secondary school teachers are entitled to a life pension amounting to one third of last salary (including allowances), irrespective of length of service, and to two thirds of last salary if the disability arose in the course of duty, and in either case to a minimum of the regulation pension such teachers would otherwise have been entitled to according to the present laws.

Survivors' pensions. The widow of a public secondary school teacher is entitled to half the deceased's pension, until such time as she remarries, and the orphans and dependent brothers and sisters to one half, up to the age of twenty, provided in the case of boys that they do not enter government service and in the case of girls that they are not married.

Illness. Public secondary school teachers working in the capital are insured against illness, for which benefit they contribute a small percentage of salary, and the government contributes an equal amount. They are entitled to sick leave on full pay for up to one year, after which they are retired on pension, or for an unlimited period in the case of mental illness or tuberculosis.

Foreign Teachers

Foreign nationals are eligible for appointment to teaching posts in public secondary schools only with the approval of parliament, in conformity with legislation in force. Given such approval, the conditions of service are fixed by agreement between the contracting parties.

PORTUGAL

From the reply sent by the Ministry of National Education

Salaries

Teachers in Portuguese public secondary schools rank as government officials.

Their tenure of office is guaranteed either statutorily or contractually.

Their salaries are in most cases paid by the government, only the salaries of those who work in municipal secondary schools being paid by the municipalities.

They have the following salary scale, which is uniform throughout the country, and is the same for both sexes:

SCALE OF SALARIES

(in escudos per annum)

Category	Under 10 Years' Service	10-19 Years' Service	20 Years' Service and Over
Certificated teachers	41,040	51,300	62,700
Auxiliary teachers	36,480	—	—
Agrégés teachers	30,400 (10 months)	—	—
Teachers of religion and supply teachers	30,400	—	—
Teachers on contract	27,360	29,640	34,200

In addition to the salary of their category, headmasters receive an annual bonus amounting to between 5,400 and 9,000 escudos, according to the number of sections in their school.

No salaries are paid to probationary teachers.

Salaries are paid on an hourly basis only in the case of supply teachers. The salaries of these teachers amount to their basic salary (30,400 escudos per annum) multiplied by their weekly number of hours and divided by twenty-two.

No paid supplementary hours exist.

As regards promotion, *agrégés* teachers become auxiliary teachers, and the latter become certificated teachers, through competitive selection, and certificated teachers, as indicated in the salary scale above, receive increments on completing ten and twenty years' service, and thus reach their maximum salary roughly twenty years after promotion to their category.

NUMBER OF SECONDARY TEACHERS

Certificated teachers (under 10 years' service)	310
Certificated teachers (10-19 years' service)	199
Certificated teachers (20 years' service and over)	231
Auxiliary teachers	79
Agrégés teachers	154
Teachers of religion and supply teachers	271
Teachers on contract	122

Former service in another official capacity does not count towards determination of salary.

Allowances and Privileges

Except for certain family allowances, secondary teachers receive no salary supplements of any kind. A cost-of-living allowance (amounting to 90% of pre-war salaries) is incorporated in the salaries given in the above scale of salaries.

Additional Salaried Activities

Secondary teachers are not permitted to undertake additional educational work, except in connection with certain higher courses, and then only with the approval of the Ministry of National Education.

Secondary teachers are eligible for election as members of parliament, presidents of a municipality, or civil governors, but may not combine such office with their ordinary teaching work.

Secondary teachers may engage in private salaried activities only with the express permission of the Ministry.

Work on examining boards is paid only insofar as it concerns private schools.

Regulations on Working Hours

Secondary teachers are required to work for twenty-two hours a week, less two hours on completing ten years' service, and less another two hours on completing twenty years' service.

They enjoy seventy-nine days of holiday a year (of which seventy-one fall in summer and at Christmas and Easter). *Agréges* and supply teachers are not paid during the summer holidays.

Welfare Schemes

Retirement. Secondary teachers are required to be members of the welfare scheme administered by the persons insured in it. Contributions to the scheme amount to 4% of salary for retirement pension, a certain sum for insurance against tuberculosis, and a sum varying according to salary and age for welfare.

Secondary teachers are entitled to retire on a reduced pension after fifteen years' service, full pension after thirty-six years' service, and a proportional pension after service between these two limits amounting to one thirty-sixth of full pension for each year of such service.

It should be noted that the 30-90% of salary which secondary teachers receive as compensation for the high cost-of-living, is deducted from their full pension.

Survivors' pensions. Only the widows and orphans of teachers who have joined a welfare club, are entitled to a pension. Such pension varies

in amount, and is payable for life in the case of the widow, and until they come of age or marry in the case of the orphans.

Contributions vary in amount according to the age of the insured person and the amount of the pension for which he has insured.

Illness. Secondary teachers are not entitled to illness, accident, or *disability insurance benefits ; their only recourse is retirement. The only* exception to this ruling is made in the case of teachers contracting tuberculosis, who may claim national assistance during a period not exceeding four years.

Foreign Teachers

Foreign nationals are eligible for appointment to teaching posts in private schools only.

Private Schools

Private schools are not subsidized by the government.

Miscellaneous

Secondary teachers in the second promotion period (20 and more years) receive a salary equal to that of a chief customs officer, a ministerial plenipotentiary second class, an architect or engineer first class, or the director of the national library.

Those in the first promotion period (10-19 years) receive a salary equal to that of an architect or engineer second class, or a secretary of a provincial administiation.

Those in the under 10 years' service category receive a salary equal to that of a consul first class, a forestry officer or veterinary second class, or a director of a museum or archives.

Auxiliary secondary teachers receive a salary equal to that of an architect or engineer third class, or a medical hydrologist.

Salaries are the same for women as for men.

SALVADOR

From the reply sent by the Ministry of Culture

Salaries

Public secondary school teachers in Salvador rank as government officials.

They are guaranteed tenure of office provided they prove efficient and of good conduct, and do not infringe the regulations.

Their salaries are paid by the government.

There is no official scale of salaries. Headmasters and deputy headmasters are, in practice, paid in accordance with the following scale:

SCALE OF SALARIES

(in colons per month)

School	Headmasters	Deputy Headmasters		Headmasters
National secondary school			Secondary section with	
1st category	550	440	3 classes . . .	150
2nd	440	300	2 classes . . .	120
3rd	350	225		

The headmasters of a secondary section are entitled to teach for a maximum of four hours a day, for which they are paid at the rate of 8 colons per hour per week, i.e., 2 colons per hour.

Secondary teachers are paid at the rate of 12 colons per hour per week, i.e., 3 colons an hour.

Payment for teaching is made solely on the basis of the number of hours taught, and no account is taken of academic qualifications.

Secondary teachers are not paid for supplementary hours.

Allowances and Privileges

At Christmas secondary teachers on a salary of 100, 101-200, 201-300, 301-500 and over 500 colons receive a bonus amounting to 30%, 25%, 20% and 15% respectively of their salary.

Additional Salaried Activities

Secondary teachers are permitted to combine their ordinary work with other public teaching work, with administrative work (to a maximum of two hours per day during teaching hours), and with private salaried work falling outside their teaching hours.

Work on examination boards is paid.

Regulations on Working Hours

The number of hours a secondary teacher is required to work depends on the subjects he teaches.

Secondary teachers enjoy eighty days' holiday a year, in addition to Saturday afternoons and Sundays. Holidays are fully paid, and paid in advance at the close of the school year.

Welfare Schemes

No compulsory or optional welfare scheme exists for secondary teachers. A law to establish a welfare scheme for workers, including secondary teachers, is now under consideration.

Retirement. Secondary teachers are entitled to retire on pension at the age of sixty (men) or fifty (women), after twenty to twenty-nine years' service, and without condition of age after thirty years' service.

Retirement pension amounts to 60% of highest salary, after twenty years' service, 80% of highest salary, after twenty-five years' service, and 100% of highest salary, after thirty years or more of service.

In the case of total incapacity for teaching resulting from serious chronic illness contracted in the course of duty, secondary teachers may be granted a special pension amounting to between 30% and 50% of highest salary, if they have completed between eight and fifteen years' service. If they have completed over fifteen years' service, they receive an ordinary pension.

All contributions to the pensions fund are paid by the government.

Survivors' pensions. Pension rights are transferable in full to the orphans, widow, or parents. Such pension is paid up to the age of twenty-one in the case of sons, and until marriage or remarriage in the case of daughters and widow respectively.

Foreign Teachers

Foreign nationals are eligible to teach all subjects in both public and private secondary schools, except history and geography, which must be taken by nationals of Salvador.

Private Schools

The persons directing private secondary schools are not statutorily required to provide their teachers with retirement or other pensions.

SPAIN

From the reply sent by the Ministry of National Education

Salaries

Secondary education in Spain is of three kinds : (a) general secondary education preparing for studies at higher education level ; (b) commercial secondary education providing clerical staff for public and private concerns ; (c) vocational *(laboral)* secondary education providing an introduction to agriculture, mining, maritime pursuits, animal husbandry, and women's occupations, and with a five-year course leading up to the vocational baccalaureate and giving also access to general secondary education.

Teachers in public general and commercial secondary schools rank as government officials, and teachers in public vocational secondary schools do so after ten years' service.

Tenure of office is guaranteed by the constitutional law of 22nd July, 1918, in the case of teachers in public general and commercial secondary schools, and such teachers may accordingly be dismissed only as provided for in the regulations. Teachers in public vocational secondary schools enjoy stability of tenure, even during the ten years of service preceding their promotion to the status of government officials.

The salaries of teachers in public general and commercial secondary schools are paid by the government, while those of teachers in public vocational secondary schools are paid by the government (basic salary) and the provincial and municipal authorities (allowances).

Teachers in public general and commercial secondary schools have a salary scale (see Table I) which is uniform throughout the country.

TABLE I. — SCALE OF SALARIES OF PUBLIC GENERAL AND COMMERCIAL SECONDARY SCHOOL TEACHERS

(in pesetas per annum)

Category	Salary	Category	Salary
1st	32,200	5th	22,400
2nd	30,800	6th	19,600
3rd	28,000	7th	18,200
4th	25,200	8th	14,000

In addition to the salaries indicated in Table I, teachers in public general and commercial secondary schools receive an allowance of 6,000 pesetas per annum, and a supplementary allowance (see Table II) whose amount varies in inverse proportion to amount of salary.

Qualified teachers in public vocational secondary schools receive a salary of 12,000 pesetas per annum, a lodging allowance of 4,000 pesetas per annum, and a supplementary allowance of 3,000 pesetas per annum. Teachers of special subjects (art, modern languages, etc.) receive a salary of 10,000 pesetas per annum, a lodging allowance of 3,000 pesetas per annum, and a supplementary allowance of 2,500 pesetas per annum.

TABLE II. — SCALE OF SUPPLEMENTARY ALLOWANCES OF PUBLIC GENERAL AND COMMERCIAL SECONDARY SCHOOL TEACHERS

(in pesetas per annum)

Category	Sup. Allow.	Category	Sup. Allow.
1st	1,400	5th	2,800
2nd	1,600	6th	3,200
3rd	2,000	7th	3,400
4th	2,400	8th	4,000

Auxiliary teachers receive a salary of 2,700 pesetas per annum. The heads (men and women) of public general secondary schools receive a salary supplement of 6,000 pesetas per annum. The heads of public commercial secondary schools receive a salary supplement from the government of 5,000-6,000 pesetas per annum, according to the size of their school, and a salary supplement from their employing authority of 8,000 pesetas per annum. The heads of public vocational secondary schools receive an allowance of 6,000 pesetas, or 10,000 pesetas per annum, if their school has vocational baccalaureate classes.

Salaries are not therefore proportional to the number of working hours. The award of increments is based on length of service, irrespective of qualifications. Teachers receive supplementary payment for such supplementary work as they may do, as for example the supervision of pupils studying after school hours.

Average payment for supplementary work in the case of teachers in public commercial secondary schools amounts to 500 pesetas per month. In the case of teachers in public vocational schools entrusted with an additional post (such as an unfilled vacancy), it takes the form of an annual bonus of 3,000 pesetas (classes every day) or 2,000 pesetas (classes on alternate days). From the third class upwards, moreover, teachers receive special payment if they conform to certain conditions and have over fifty pupils in their classes.

Maximum salary is reached in a minimum of thirty to thirty-five years.

The number of public general secondary school teachers in each salary category is as follows: 30 (1st); 70 (2nd); 90 (3rd); 140 (4th); 150 (5th); 160 (6th); 170 (7th); 200 (8th). In the existing sixty public vocational secondary schools there are 380 qualified teachers, 220 specialist teachers, 47 workshop instructors, and 32 auxiliary teachers.

Promotion to the next higher salary grading, in the case of public general and commercial secondary school teachers, is not based on length of service, but on seniority, and is made as and when grading vacancies occur. Length of service counts in the calculation of pension rights.

Allowances and Privileges

Public secondary school teachers are entitled to the various family allowances as laid down in the legislation in force, and, in the larger towns and in the Balearic Islands, the Canary Islands and Africa, to residential allowance, but not to a lodging allowance.

The children of government officials, including public secondary school teachers, are exempt from school fees.

Additional Salaried Activities

Public general and commercial secondary school teachers are entitled to combine their ordinary duties with educational work in other secondary schools, at the university, or in special schools, unless expressly forbidden to do so on grounds of incompatibility. With the permission of the Ministry, public vocational secondary school teachers may combine their ordinary duties with taking private classes with a maximum of ten pupils. Public secondary school teachers may also combine their ordinary duties with certain kinds of public administrative work, and are eligible for nomination as members of parliament *(Procuradores en Cortes)* and of the Education Council. Public general secondary school teachers may publish textbooks, and engage in commercial activities not directly related to education, but are not entitled to give private lessons. Public commercial secondary school teachers may publish textbooks, engage in commercial activities, and give private lessons not directly connected with their ordinary work. Public vocational secondary school teachers may engage in private activities of any kind which do not prejudice the good name of the teaching profession.

Work on examination boards is paid for (from the fees paid by the candidates) only in the case of public general secondary school teachers.

Regulations on Working Hours

The number of hours public general and commercial secondary school teachers are required to work per week varies according to the subjects they teach and the time-tables in force at each centre. In the commercial schools, for example, it varies between ten and eighteen a week.

Public secondary school teachers enjoy about one-hundred-and-fifteen days' holiday a year (i.e., three months in summer, fifteen days at Christmas, and eight days during Holy Week). All holidays are fully paid.

Welfare Schemes

Retirement. Public general secondary school teachers are subject to the general regulations of 28th October, 1926, concerning the retirement of government officials. They also enjoy the benefits provided by the secondary teachers' mutual aid society.

They are entitled to retire on pension at the age of sixty-five, or after forty years' service, or if unable to continue teaching. In the first and the third of these cases, they are required to have a minimum of twenty years' service.

Retirement pension, as for all government officials, amounts to 40% (after twenty years' service), 50% (after twenty-five years' service), 60% (after thirty years' service) or 80% (after thirty-five years' service) of last salary.

Teachers contribute 5% of salary to the retirement pensions fund, and the overall expenses are paid by the government.

Survivors' pensions. The widow and the orphans of a public secondary school teacher are entitled to a pension. If there are children from a previous marriage, the pension of the widow is divided between her and them.

Foreign Teachers

Foreign nationals are eligible for appointment to teaching posts only in private schools, where they enjoy the same conditions of service as their Spanish colleagues, apart from the posts of readers in their mother tongue which they may occupy in public schools.

Private Schools

Regulations introducing conditions of service for private school teachers comparable with those of their colleagues in public schools, were issued on 15th November, 1950.

Miscellaneous

The principle of sexual equality is recognized in Spain, and the salary scales of public secondary school teachers are thus at the same level for both sexes.

SWEDEN

From the reply sent by the Ministry of Ecclesiastical Affairs and Education
(General Directorate of Public Education)

Salaries

Secondary teachers in Sweden rank as government or municipal officials, according to the authority under which they come. They are classified as permanent, temporary, deputy, auxiliary, or paid on an hourly basis.

Permanent secondary teachers are appointed by decree or decision of a committee, and may be dismissed only for service misconduct.

Temporary teachers are appointed for an indefinite period and must generally be given three months' notice of dismissal. Deputy teachers must give or be given one month's notice. Headmasters are appointed for a period of six years.

The conditions of appointment of auxiliary teachers and teachers paid by the hour are fixed by the terms of their contract.

The salaries of teachers in government secondary schools are paid by the government, and those of teachers in municipal secondary schools by the municipalities (which receive government subsidies for the purpose amounting to roughly 75% of their expenditure on salaries).

The secondary teachers' salary scale is given in Table I. It is uniform throughout the country, and is the same for both sexes.

TABLE I. — SCALE OF SALARIES

(in crowns per annum)

Grading	Cost-of-Living Group 2	Cost-of-Living Group 5	Grading	Cost-of-Living Group 2	Cost-of-Living Group 5
20	10.944	12.420	31	20.124	21.984
21	11.604	13.164	32	21.012	22.884
22	12.300	13.956	33	21.870	23.640
23	12.996	14.772	34	22.548	24.408
24	13.740	15.612	35	23.304	25.176
25	14.604	16.464	36	24.084	25.932
26	15.480	17.328	37	24.840	26.700
27	16.404	18.276	38	25.608	27.468
28	17.328	19.200	39	26.376	28.236
29	18.288	20.148	40	27.144	28.992
30	19.236	21.084			

Officials are allocated to one of five cost-of-living groups, and their salaries vary according to their group and their salary grating, as indicated in Table I. As from 1st January, 1954, no official has been placed in a group lower than the second cost-of-living group.

Secondary teachers with advanced training are placed in gradings 31 to 34, those with a first degree in gradings 27 to 30, and those taking special subjects and paid on an hourly basis, in gradings 25 to 28.

Secondary teachers with a first degree are appointed in the first instance as deputy teachers, and placed in grading 21 for three terms, grading 23 for two and a half years, grading 25 for three years, and then grading 27 with the title of temporary teacher holding a first degree.

Teachers taking special subjects are placed in grading 20 for three terms, grading 22 for four terms, and then grading 25 with the title of temporary teacher.

Teachers are paid for supplementary hours according to their grading (grading 30 being the maximum attainable in this connection), at a rate amounting for one hour per week to one twenty-fourth (top classes) or one thirtieth (other classes) of salary.

Secondary teachers are as a rule classified as permanent at an age not later than thirty-five, i.e., after ten years' service, and attain their maximum salary nine years later. Promotion is based on competence, qualifications, and length of service.

The number of public and private secondary school teachers by gradings in 1953-1954 was as follows : (a) Government secondary schools : 571 teachers with advanced training in gradings Ca 33 or Ca 31 ; 1,550 and 1,205 teachers with a first degree in gradings Ca and Ca 27 respectively ; 100 and 211 women teachers of special subjects in gradings Ca 27 and Ca 25 respectively ; 150 temporary teachers with a first degree in grading Ce 29, and an undetermined number in grading Ce 27 ; (b) Municipal and private secondary schools : 74 teachers with advanced training in gradings Ca 33 or Ca 31 ; 683 teachers with a first degree or teachers of special subjects in gradings Ca 29 or Ca 27 ; 773 teachers with a first degree or teachers of special subjects in gradings Ca 27 or Ca 25.

The salaries of permanent and temporary officials are classified as " Ca " and " Ce " respectively. Each of these two categories is divided into forty salary gradings (" Ca 1 " to " Ca 40 ", and " Ce 1 " to " Ce 40 "), of which the first is the lowest.

Allowances and Privileges

In addition to the cost-of-living allowance referred to above, secondary teachers receive a " cold area " allowance if they work in certain towns in the north of Sweden, a transfer allowance if they are transferred, and a travelling allowance and a special allowance if they must travel on duty.

In the event of the death of an official, his heirs are entitled to a funeral allowance amounting to a minimum of 500 crowns.

Additional Salaried Activities

Secondary teachers may combine their ordinary post with another government or municipal post only by special authorization from the crown or parliament, or with commercial activities only by permission of the general education directorate or their headmaster, for a limited period, and provided that their teaching does not suffer in consequence.

They are at liberty, of course, to engage in quite private activities.

They do not receive any special allowance for examination work. Secondary teachers are in any case not nominated as examiners.

Regulations on Working Hours

In addition to their other work, headmasters are required to teach a certain number of hours, usually between twelve and twenty-two a week. This number may be reduced to four a week in the larger schools. Teachers with advanced training are required to teach from twenty to twenty-four hours a week, and teachers with a first degree from twenty-four to thirty hours.

Secondary teachers enjoy roughly fourteen weeks' holiday a year, fully paid.

Welfare Schemes

Retirement. Permanent and temporary teachers, and headmasters of municipal schools, are entitled (a) to retire on pension on reaching the age limit of sixty-five or sixty-six, (b) to a disability pension if dismissed as the result of a service accident, and (c) to a sickness pension if dismissed on account of illness or partial disability rendering them unable to fulfil their duties satisfactorily.

They receive full pension on retirement at the age limit and after thirty years' service, otherwise a reduced pension proportional to their length of service.

It should be noted, however, that disability pension is awarded without reference to length of service.

Sickness pension amounts to 75% of full pension, if the teacher concerned, on reaching the age limit, would have completed a minimum of 75% of thirty years' service, i.e., twenty-two and a half years, or one-thirtieth of full pension for each year of service, if on reaching the age limit he would have completed less than twenty-two and a half years' service.

Teachers may retire up to five years before the age limit on a reduced pension, if they have completed a minimum of thirty years' service, and *if their retirement is not considered against the interest of the school.* Such pension amounts to one hundred-and-eightieth less than full pension for each term between retirement and reaching the age limit, thereafter to full pension.

Headmasters of government secondary schools are entitled to retire on pension (a) on completion of a minimum of twelve years in their post, (b) if on account of service accident or an illness they are unable to continue to fulfil their duties satisfactorily, or (c) when the period for which they have been appointed ends and for service reasons cannot be renewed.

As a rule headmasters receive full pension if they retire on completing a minimum of twelve years' service or on account of service accident. In other cases their pension amounts to one hundred-and-sixtieth less than full pension for each term between retirement and reaching the age *limit; full pension may be thus reduced by not more than eighty one-*hundred-and-sixtieths.

The scale of full pensions is given in Table II. The amounts there given are reduced by 792 crowns per annum when the official reaches the age of sixty-seven, and becomes entitled to the old age pension.

In addition to the amounts there indicated, officials receive a sliding allowance which at the moment amounts to 53%.

TABLE II
SCALE OF FULL PENSIONS
(in crowns per annum)

Series	Grading	Pension
—	25	7,944
—	27	8,772
—	29	9,564
—	31	10,248
—	33	10,920
Cb* 7	10	9,912
Cb* 11	14	10,920

TABLE III
SCALE OF SURVIVORS' PENSIONS
(in crowns per annum)

Grading	Pension
25	3,180
27	3,444
29	3,696
31	3,912
33	4,128
Cb* 7-10	3,804
Cb* 11-14	4,128

* Officials appointed for a certain period are placed in this series.

Permanent or temporary teachers who retire without fulfilling the normal conditions are entitled in certain cases to an annuity for life if they have reached the age of sixty-five or are unable to work. Such an annuity is slightly less in amount than normal pension would be, and does not involve payment of the sliding allowance.

Teachers are not required to contribute to the retirement pensions fund.

Survivors' pensions. The widow or widower, and children (and in some cases the divorced wife) of a deceased permanent or temporary official are entitled to a survivors' pension. Such pension is paid to the widow or widower until such time as she or he remarries, and to the children until they reach age of nineteen or, in certain cases, twenty-one years.

Such pension is as a rule calculated in the same way as the life pension or annuity referred to above. For survivors' pension to reach its maximum, therefore, the deceased must have completed a minimum of thirty years' service at the time of death or at the time that he would normally have retired on pension.

The scale of survivors' pensions is given in Table III. The amounts there indicated are increased by 50% for the first child and 20% for the second and each subsequent child, if the survivors comprise a widow or widower, and children.

Like retirement pension, survivors' pensions are subject to the addition of a sliding allowance amounting at the present time to 53%.

Illness. Officials who fall ill receive a government grant covering medical expenses (100% of a specialist's fees in the case of service accident or tuberculosis, otherwise 75%), hospital expenses (100% of such expenses in the case of service accident or tuberculosis, otherwise 50%), the cost of medicines, and, in the case of service accident, the cost of artificial limbs or surgical bandages.

Foreign Teachers

Foreign nationals are not eligible for appointment to either permanent or temporary teaching posts in government secondary schools.

Private Schools

Teachers in private government-aided secondary schools enjoy the same conditions as regards salary and retirement as their colleagues in government and municipal schools. The schools in which they work, however, are required to make contributions to the retirement pensions fund. The government aid which these schools receive amounts to 60% of their expenditure on salaries and contributions.

Conditions are not uniform in the private, government-controlled, but non-aided secondary schools.

SWITZERLAND

Basel-Town

From the reply sent by the Department of Education

Salaries

Public secondary school teachers in Basel-Town rank as cantonal officials, and their salaries are paid by the canton.

Their salary scale is given in Table I.

Public secondary school teachers are required only in exceptional circumstances to do supplementary hours, and then only to a maximum of three hours (men) or two hours (women) per week. Such hours are paid for at a rate amounting to annual salary divided by the annual total of regular hours.

Increments are granted on the basis of length of service, as indicated in Table I.

TABLE I. — SCALE OF SALARIES
(in Swiss francs per annum)

Category	Salary Minimum	Salary Maximum	Years to Reach Maximum
Men teachers in *Mittlere Schulen* (pupils 11 to 14)	7,200	10,200	16
Men teachers in *Obere Schulen* (pupils 15 to 18 or 19)	8,400	11,600	18
Women teachers in *Mittlere Schulen* .	5,600	8,100	15
Women teachers in *Obere Schulen* . .	6,300	9,000	15

Former service in another type of public school counts in the calculation of the new salary. The merits of each case are examined by the educational authorities.

Allowances and Privileges

At the present time public secondary school teachers are entitled to the following allowances: (a) a cost-of-living allowance varying in amount from 67% of the highest basic salary to 74% of the lowest basic salary (i.e., 4,000 Swiss francs per annum); (b) a marriage allowance of 240 Swiss francs per annum; (c) a family allowance of 240 Swiss francs per annum per child.

Additional Salaried Activities

Public secondary school teachers are entitled to combine their ordinary work with additional salaried activies, provided that their ordinary work does not suffer in consequence.

Work on examination boards is paid.

Regulations on Working Hours

The number of hours public secondary school teachers are required to work per week is given in Table II.

TABLE II. — NUMBER OF HOURS PER WEEK

Category	Age of Teacher Under 51	51-55	Over 55
Men teachers in *Mittlere Schulen* (pupils 11 to 14)	30 hours	28 hours	26 hours
Men teachers in *Obere Schulen* (pupils 15 to 18 or 19)	28 hours	24 hours	20 hours
Women teachers in *Mittlere Schulen* .	27 hours	25 hours	24 hours
Women teachers in *Obere Schulen* . .	26 hours	23 hours	20 hours

They enjoy five weeks' holiday in summer, two weeks in autumn, one week and a half at Christmas, two weeks at Easter, and three days at " Carnival ". All holidays are fully paid.

Welfare Schemes

Retirement. Like all cantonal officials of Basel-Town, public secondary school teachers belong to the retirement and widows-and-orphans fund.

A public secondary school teacher is entitled to retire on pension at the age of sixty-five (men) or sixty (women, and also men if they have completed a minimum of thirty-five years' service), and to a disability pension varying in amount according to length of service. The amounts of retirement and disability pensions are given in Table III.

TABLE III. — SCALE OF RETIREMENT AND DISABILITY PENSIONS

(expressed as % of last salary)

Teachers Entering Service Before Age of Forty Only: Years of Service	% of Salary	All Teachers: Years of Service	% of Salary
Under 1	.30	10	40
1	31	11	41
2	32	12	12
3	33	13	43
4	34	14	44
5	35	15	45
6	36	16	46
7	37	17	47
8	38	and so on up to	and so on up to
9	39	35	65

In addition to the pension indicated in Table III, single teachers receive a supplement of 1,000 Swiss francs per annum, and married teachers a supplement of 1,500 Swiss francs per annum, plus 5% of last salary (to a combined total of 20%) for each child under age.

Survivors' pensions. The widow of a public secondary school teacher is entitled to a pension amounting to 30% (to a minimum of 3,000 Swiss francs per annum) of deceased's last salary, if he entered the service before the age of forty, or to 25% (to a minimum of 2,500 Swiss francs per annum) of deceased's last salary, if he entered the service after the age of forty. In addition she receives a supplement of 1,000 Swiss francs.

If the widow remarries, she continues to receive her pension for three years, and then foregoes all pension rights.

The pension to which the children of a deceased public secondary school teacher are entitled amounts to 15% (one child under age), 27.5% (two children under age), or 37.5% (three or more children under age) of last salary, to a minimum of 780 Swiss francs per annum per child under age.

Teachers contribute 8.5% of salary to the retirement and widows-and-orphans pensions fund (in addition to an admission fee if appointed after the age of twenty-nine), and the canton contributes an equal amount.

Illness. Public secondary school teachers are entitled to sick leave on full pay for one year, and then to six months on full pay minus half the cost of their replacement at school.

They contribute 0.5% of salary to the sick benefits fund.

Foreign Teachers

Foreign nationals are as a rule eligible only in exceptional cases for appointment to teaching posts in public secondary schools, and then only with the consent of the *Conseil d'Etat.*

Swiss teachers from other cantons are eligible for appointment to public secondary schools if there are no candidates from the canton of Basel-Town with qualifications as good.

Private Schools

Teachers in private secondary schools are usually less well paid than their colleagues in the public secondary schools. Foreign nationals are eligible for appointment to teaching posts in private schools of a special kind (as for example the Rudolf Steiner School in Basel-Town) if there is no Swiss candidate with the necessary qualifications.

Geneva

From the reply sent by the Department of Education

Salaries

Public secondary school teachers in the canton of Geneva rank as cantonal officials, and their salaries are paid by the canton. They are appointed in the first instance for one year on probation, and their post is then confirmed, and they may retain it if they so wish until they reach the age limit.

They have a salary scale which is the same for both sexes, and has two broad categories : full-time posts, and part-time posts.

Teachers with a full-time post are required to teach for twenty-four to twenty-eight forty-five-minute periods a week, at junior secondary

level (pupils from twelve to fifteen years of age), and twenty-two to twenty-six such periods a week, at senior secondary level (pupils of fifteen to nineteen years of age).

Salaries for full-time posts are as follows: (a) commencing salary of 13,770 Swiss francs per annum, rising by twelve annual increments of 2%, to a maximum of 17,074.80 Swiss francs per annum, at junior secondary level; (b) commencing salary of 14,960 Swiss francs per annum, rising by twelve annual increments of 2%, to a maximum of 18,550.40 Swiss francs per annum at senior secondary level.

Heads of secondary schools are as a rule appointed immediately on their statutory maximum salary of 20,400 Swiss francs per annum.

Public secondary school teachers are required to hold a first degree *(licence)* and the corresponding teaching certificate. Possession of a doctor's degree does not entail a higher salary than otherwise.

Young teachers are usually first given a part-time post. When they are subsequently given a full-time post, their years of service as a part-time teacher count towards the calculation of their new salary and the increments to which they are entitled.

At the present time there are 204 public secondary school teachers with full-time posts (most of whom have attained maximum salary), and 155 with part-time posts.

A primary teacher who is transferred to a secondary school is immediately given a full-time post and the corresponding salary, and then becomes eligible for the twelve annual increments.

Allowances and Privileges

Public secondary school teachers are entitled to a family allowance amounting to 300 Swiss francs per annum for each child under twenty years of age, a cost-of-living allowance amounting at the present time to one sixteenth of salary, a class-teacher allowance, and bonus on completion of each ten years of service.

The cost-of-living allowance is included in the figures given above for salaries.

Public secondary school teachers are granted certain facilities for attending conferences and making study tours.

Additional Salaried Activities

Public secondary school teachers are entitled to combine their ordinary work with teaching at the university and in the evening classes subsidized by the canton and the federal authorities. They are eligible for election, except as deputy of the *Grand Conseil*, and with the proviso that if elected a *conseiller d'Etat* they must relinquish their teaching work and take leave of absence for the duration of their mandate.

They may also combine their ordinary duties with giving private lessons, publishing textbooks, and taking pupils as boarders. Some of them engage in commercial activities in connection with their teaching.

Regulations on Working Hours

The number of hours public secondary school teachers are required to teach per week has already been given above.

They enjoy three months of fully paid holiday a year.

Welfare Schemes

Retirement. All public secondary school teachers belong to a retirement fund that is administered by a committee on which their representatives have a decided majority, and that ranks as a public body.

They are entitled to retire on pension at the age of fifty-five, after twenty-five years' service, or at the age of sixty, irrespective of length of service.

The age limit is sixty-five years.

If they so wish, they may retire before the age of fifty-five and before completing twenty-five years' service, and then receive a reduced pension on reaching the age of fifty-five.

Retirement pension varies in amount according to age and length of service. Maximum pension amounts to 75% of insured salary.

They contribute 6% of salary (including increments) to the fund, and the canton contributes an equal amount.

Survivors' pensions. The widow of a public secondary school teacher is entitled to a pension amounting to 50% of the deceased's pension, until such time as she remarries. Each of the children are entitled to a pension amounting to 10% (20% in the case of the youngest) of the deceased's pension, until they reach the age of twenty, to a combined maximum of 50% of deceased's pension.

Illness. Public secondary school teachers are entitled to sick leave on full pay for three months (this period may be prolonged), and then on half pay for nine months.

Foreign Teachers

Only Swiss subjects are eligible for appointment to teaching posts in public secondary schools, except for the teaching of languages other than the national languages of Switzerland.

Swiss subjects from other cantons are eligible for appointment on the same conditions as Swiss subjects from the canton of Geneva.

Private Schools

Candidates for appointment to teaching posts in private secondary schools are required to secure authorization, which is granted if they have the necessary qualifications. They are not eligible for membership of the official retirement fund, and no part of their salaries is paid by the canton.

Neuchâtel

From the reply sent by the Department of Education

Salaries

Secondary education in the canton of Neuchâtel comprises (a) junior secondary education, provided by the two-year modern side and the four-year classical side of communal secondary schools, and (b) senior secondary education, provided by the cantonal classical secondary school and by the last three years of communal secondary schools with a baccalaureate or *maturité* course.

Appointment to teaching posts is made by the school committees, subject to approval by the *Conseil d'Etat*, in the case of communal secondary schools, and by the *Conseil d'Etat* in the case of cantonal secondary schools.

Appointment may be provisional, temporary, or permanent.

The salaries of teachers in communal secondary schools are paid by the communes, which receive subsidies from the canton for the purpose, and those of teachers in cantonal secondary schools by the canton.

Secondary teachers have a salary scale, given in Table I, which is uniform throughout the canton, and differentiates between the sexes. Some communes grant a residential allowance, details of which are given below, and salary supplement in cash or kind.

TABLE I. — SCALE OF SALARIES

(in Swiss francs per annum)

Category	Salary Minimum	Salary Maximum	Annual Increments
Men			
Cantonal classical secondary schools (ordinary subjects)	10,900	13,900	10×300
Communal secondary schools (ordinary subjects)	9,800	12,800	10×300
Cantonal classical secondary schools (special subjects)	9,400	12,100	10×270
Communal secondary schools (special subjects)	8,400	11,100	10×270
Women			
Cantonal classical secondary schools (ordinary subjects)	9,000	11,200	10×220
Communal secondary schools (ordinary subjects)	8,200	10,400	10×220
Cantonal classical secondary schools (special subjects)	7,300	9,500	10×220
Communal secondary schools (special subjects)	6,300	8,500	10×220

In addition to the salaries given in Table I, secondary teachers receive a cost-of-living allowance of 15% and other allowances, details of which are given below.

The salaries of part-time teachers are proportional to the number of weekly lessons given.

In exceptional circumstances secondary teachers may be asked to do one or two supplementary hours per week, and are paid according to the rate for their grading.

Salaries vary in amount according to the level at which the teacher is working and the subjects he teaches, as is indicated in Table. I.

At the present time one third of secondary teachers are on maximum salary.

Former service in a non-secondary school of the canton of Neuchâtel counts towards calculation of the new salary.

For the last of the three months of practice teaching they are required to do on completing their university studies, secondary teacher trainees receive a stipend of 200 Swiss francs.

Allowances and Privileges

At the present time secondary teachers are entitled to the following allowances :

(a) a cost-of-living allowance amounting to 15% of basic salary, to a minimum of 240 Swiss francs a year ;

(b) a household allowance of 30 Swiss francs a month ;

(c) a family allowance of 15 Swiss francs a month for each child under eighteen years of age, or under twenty years in the case of children undergoing apprenticeship, studying, or incapable of gaining a livelihood ;

(d) a birth expenses allowance of 124 Swiss francs ;

(e) a communal residential allowance (in certain towns) of 400 to 450 Swiss francs (single teachers) or 500 to 600 Swiss francs (married teachers) a year.

Additional Salaried Activities

A secondary teacher may teach concurrently in several schools. If he takes classes of two different levels, he is paid 25% more for the higher level than for the lower.

Secondary teachers are eligible for election as deputies. They may combine their ordinary work with additional salaried activities, subject to the authorization of the educational authority under which they serve, and provided that their ordinary work does not suffer in consequence.

They are paid for work in connection with the examination of classes other than their own.

Regulations on Working Hours

Retirement. Secondary teachers belong to a teachers' welfare and pensions fund administered by the canton.

They are entitled to retire on pension at the age of not less than sixty and after a minimum of thirty-five years' pensionable service. The compulsory retiring age is sixty-five. Retirement pension amounts to half of insured salary.

They are required to make contributions to the fund varying in amount according to their age on joining the fund, from a minimum of 5% of salary (joining age of up to thirty) to 8% of salary (joining age of forty-five or over). The canton and the communes make contributions to the fund whose combined total amounts to 7.5% of the salaries of secondary, vocational and higher education staffs.

In case of disability, secondary teachers receive a lump sum amounting to between 100% (after the first year of pensionable service) and 170% (after the fourth year) of insured salary, and thereafter a pension amounting to between 20% and 50% of insured salary.

Survivors' pensions. The widow of a secondary teacher who dies within the first five years of pensionable service, receives a lump sum amounting to 50% (first pensionable year of service), 75% (second year), 100% (third year), 125% (fourth year) or 150% (fifth year) of insured salary.

Thereafter the widow is entitled to a pension amounting to half the disability pension the deceased would have been entitled to at the moment of his death, to a minimum of 20% of insured salary and a maximum of 2,400 Swiss francs per annum.

It should be noted, however, that the pension of a widow who is more than fourteen years younger than her deceased husband is reduced in proportion to the difference in age between them, and that on remarriage a widow continues to receive her pension for two years and then foregoes her pension rights.

The children of a deceased secondary teacher are entitled to a pension amounting to 5% of deceased's salary, until they are eighteen years of age and irrespective of whether or not their mother remarries. The combined total of widow's and orphans' pensions may not exceed 50% of deceased's salary. If the mother dies as well, the amount of the orphans' pension is raised from 5% to 10% of deceased's salary.

Illness. Secondary teachers who fall ill are entitled to the payment from a special fund of the cost of their replacement for up to two-hundred-and-fifty work days. They contribute 5% of salary to this fund, and the communes and the canton together contribute 10%.

Foreign Teachers

Foreign nationals are eligible for appointment to secondary teaching posts if they hold a work permit, and Swiss subjects from other cantons are eligible if they hold the equivalent of the required qualifications.

Private Schools

The canton exercises no control over private schools catering for children who have completed their compulsory education.

Valais

From the reply sent by the Department of Education

Salaries

Public secondary school teachers in the Valais rank as cantonal officials. Their appointments are subject to periodical renewal, but are in practice permanent, failing very strong reasons for terminating them.

Their salaries are paid by the canton.

Such salaries are based on an hourly rate varying from 3.80 to 5 Swiss francs per month for one hour a week. The scale is based on the level of the classes. Teachers with university qualifications receive a supplement of 500 Swiss francs.

Supplementary hours are paid for at the same rate as regular hours.

Maximum salary is reached after ten years' service.

Part of former service, if any, is counted in the calculation of salary.

Allowances and Privileges

Public secondary school teachers receive (a) a cost-of-living allowance of 100 Swiss francs per month plus 8% of salary, (b) a household allowance of 360 Swiss francs per annum, and (c) a family allowance of 360 Swiss francs per annum per child under age. A travelling allowance is not granted, as practically all the teachers live in the place where they are working.

Additional Salaried Activities

Public secondary school teachers are entitled to combine their ordinary work with other salaried activities (evening classes, the post of elected deputy, private lessons, etc.).

Work on examination boards is unpaid.

Regulations on Working Hours

Public secondary school teachers are required to work twenty-eight hours a week.

They enjoy fifteen days' holiday at Christmas, ten days at Easter, and two-and-a-half months in summer. All holidays are fully paid.

Welfare Schemes

Retirement. Public secondary school teachers are required to belong to the officials' welfare scheme. They contribute 6% of salary to the fund, and the canton contributes an equal amount.

They are entitled to retire on pension at sixty years of age.

Survivors' pensions. The widow of a public secondary school teacher duly belonging to the officials' welfare scheme is entitled to 50% of the deceased's pension, until such time as she remarries, and the children to 5% up to the age of eighteen.

Illness. In the case of duly attested disability, a public secondary school teacher receives from 35% to 60% of his salary for the duration of the disability.

Foreign Teachers

Foreign nationals are eligible to teaching appointments in public secondary schools on the same conditions as Swiss subjects, and receive the same salary.

Private Schools

Teachers in private secondary schools do not belong to the officials' welfare scheme, and receive no financial assistance from the canton.

Miscellaneous

The few women teachers in public secondary schools are paid at the same rate as the men teachers.

Vaud

From the reply sent by the Department of Education

Salaries

Public secondary school teachers in the canton of Vaud rank as cantonal officials. The salaries of those in cantonal schools are paid by the canton, and the salaries of those in communal schools by the commune and the canton.

They have a salary scale, given in Table I, which is fixed by statute.

They have annual increments of 200 Swiss francs, and generally attain maximum salary in fourteen years.

In addition to the salaries given in Table I (gradings 9 to 7), headmasters (there are no headmistresses) receive a headship allowance fixed by the commune.

Probationary teachers receive no salary. Supply and temporary teachers are paid at the same rate as permanent teachers, but are not entitled to any increments.

Payment is made for supplementary hours, at the rate of one twenty-fifth (cantonal schools) or one thirtieth (communal schools) of basic salary. A teacher in grading 5, for example, receives 384 Swiss francs par annum for one supplementary hour a week, a teacher in grading 6 receives 372 Swiss francs per annum, and a teacher in grading 13 receives 288 Swiss francs per annum.

Vacant secondary posts are advertised. Appointment is made by the *Conseil d'Etat* on recommendation by the Department of Education.

TABLE I. — SCALE OF SALARIES

(in Swiss francs per month)

Post	Salary Grading	Salary Minimum	Salary Maximum
Cantonal classical secondary schools (pupils aged 16-20), etc.	5	9,600	12,300
Cantonal secondary schools and girls' high school at Lausanne (category "A" teachers)	6	9,300	12,000
Communal secondary schools (category "B" teachers)	9-7	8,400	11,700
Cantonal classical secondary schools (category "A" women teachers)	10	8,100	10,800
High schools (category "B" women teachers)	12	7,500	10,000
Qualified non-graduate category "C" women teachers	13	7,200	9,600
Teachers of special subjects (singing, physical education, shorthand-typing, art)	10-7	8,100	11,700
Women teachers of special subjects (needlework, physical education, etc.)	14	6,900	9,200
Headmasters of cantonal and communal schools in Lausanne	1	12,000	14,000

The latter body, in the case of appointment to communal schools, acts in consultation with the communal authorities. Great importance is attached to applicants' qualifications, and length of service is not the determining factor. Appointments to the cantonal secondary schools are as a rule reserved for teachers with the required qualifications from the communal secondary schools.

The number of public secondary teachers by grading is given in Table II.

TABLE II. — NUMBER OF PUBLIC SECONDARY SCHOOL TEACHERS BY SALARY GRADING

Salary Grading	No. of Teachers	Salary Grading	No. of Teachers
1	7	10 (men)	17
5	39	10 (women)	8
6	72	12	27
7	13	13	19
8	13	14	15
9-7	106		

Former service in cantonal administration counts towards calculation of salary.

Allowances and Privileges

Public secondary school teachers are entitled to a cost-of-living allowance varying in amount from 2,520 Swiss francs (single teacher) or 3,006 Swiss francs (married teacher) for the minimum salary of grading

13, to 3,710 Swiss francs (single teacher) or 4,400 Swiss francs (married teacher) for the maximum salary of grading 1. In grading 10 this allowance amounts to 2,677.50 Swiss francs (single teacher) and 3,190.50 Swiss francs (married teacher) for the minimum salary, and to 3,150 Swiss francs (single teacher) and 3,744 Swiss francs (married teacher) for the maximum salary; and in grading 6 to 2,887.50 Swiss francs (single teacher) and 3,436 Swiss francs (married teacher) for the minimum salary, and to 3,360 Swiss francs (single teacher) and 3,990 Swiss francs (married teacher) for the maximum salary.

Additional Salaried Activities

Public secondary school teachers are entitled, subject to approval by the *Conseil d'Etat*, to combine their ordinary work with the duties of a member of the *Grand Conseil* or a communal council. If in consequence they are forced to be absent from school for over fifteen days a year, their salary may be reduced.

They are also entitled to engage in other additional salaried activities, provided their ordinary work does not suffer.

Some public secondary school teachers give university courses or take evening classes.

Public secondary school teachers are paid for examination work in schools other than their own.

Regulations on Working Hours

Public secondary school teachers are required to work twenty-five hours (cantonal schools) or thirty hours (communal schools) a week.

They enjoy twelve weeks' holiday a year, fully paid.

Welfare Schemes

Retirement. Public secondary school teachers are required to belong to the pensions fund of the canton.

The compulsory retiring age is sixty-five (men) or sixty (women). They receive full pension if they have completed a minimum of thirty-five years' service. They may retire on a reduced pension from the age of sixty (men) or fifty (women).

Retirement pension amounts to 60% of insured salary (i.e., nine tenths of basic salary) and cost-of-living allowance, less 1% for each year of service short of thirty-five.

Teachers are required to contribute 7.5% of insured salary (including increments).

In the case of duly attested disability, a public secondary school teacher with a minimum of three years' pensionable service is entitled to a pension varying in amount according to length of pensionable service from 30% to 60% of insured salary.

Survivors' pensions. The widow of a public secondary school teacher is entitled to a pension amounting to 20% of deceased's insured salary, if the deceased had a minimum of fifteen years' pensionable service, plus 0.5% for each year of pensionable service in excess of fifteen, to a maximum of 30%, corresponding to thirty-five years' pensionable service.

The orphan of a public secondary school teacher is entitled to a pension amounting to 10% (20% if the mother dies as well) of insured salary, until the age of twenty.

The combined total of widow's and orphans' pensions may not exceed 60% of insured salary.

Illness. Public secondary school teachers are insured by the canton against illnesses and accidents occurring in the course of their duties, and in the case of other illnesses and accidents are entitled to leave on full pay for five months, on 75% of pay for three months, and thereafter on half pay.

Foreign Teachers

Candidates for appointment to teaching posts in public secondary schools are required to be of Swiss nationality. If they come from a canton other than that of Vaud, they must hold a first degree of the University of Lausanne or the equivalent.

Foreign nationals are eligible for appointment to teaching posts in private secondary schools if they possess a residence and a work permit.

Private Schools

The canton exercises control over private secondary schools only to the extent of ensuring that their teaching staffs are adequately qualified morally and professionally.

Miscellaneous

A married women teaching in a public secondary school is entitled to the single teacher's allowance if her husband earns not more than 6,000 Swiss francs per annum, and to half this allowance if he earns more.

Zurich

From the reply sent by the Department of Education

Salaries

Secondary education in Zurich begins after the sixth primary year, and is offered in *Sekundarschulen* with a three-year course, and *Mittelschulen* with a course lasting six years and a half.

Teachers in the *Sekundarschulen* are appointed by the communes, for periods of six years at a time, but a part of their salaries is paid by the canton, and they belong to the cantonal officials' welfare scheme. Their salaries vary in amount from 9,150 to 11,040 Swiss francs per annum, and maximum salary is reached after eleven years' service. The proportion of their salaries which is paid by the canton varies in amount according to the level of the revenues of each commune; the average proportion is 70%, the remainder being paid by the commune.

The course of the *Mittelschulen* leads to the secondary school leaving certificate *(Maturität)*, and these schools rank as cantonal schools. Their

teachers are appointed by the *Conseil d'Etat* of the canton (except in the case of the girls' secondary school in the town of Zurich, which ranks as a communal school), for periods of six years at a time. Their salaries vary from 11,700 to 16,500 Swiss francs per annum, and maximum salary is reached after eleven years' service.

Sekundarschulen have no head. *Mittelschulen* have a head and a deputy head who, in addition to their salaries as teachers, receive a supplement of 1,500 to 2,500 Swiss francs and 500 to 1,000 Swiss francs respectively per annum. The deputy head or the teacher responsible for arranging the courses of study receives a supplement of 500 to 800 Swiss francs per annum, and the teachers responsible for the library a supplement of 500 Swiss francs per annum, in the larger schools.

Former service as a primary teacher counts towards the calculation of salary.

Allowances and Privileges

Public secondary school teachers are entitled to a cost-of-living allowance, not included in the salaries given above, amounting at the present time to 19% of basic salary. Some other allowances are made by the communes. No lodging allowance is granted.

Additional Salaried Activities

Public secondary school teachers are permitted to combine their ordinary work with other salaried activities, subject to approval by the Department of Education, and provided that their ordinary work does not suffer in consequence.

Regulations on Working Hours

Teachers may not be asked to work more than thirty-five hours a week, in *Sekundarschulen*, or more than twenty-two to twenty-five, or twenty-four to twenty-eight, according to the length of the lessons, in *Mittelschulen*. When a teacher reaches the age of sixty, these maxima are reduced by four hours.

Public secondary school teachers enjoy a total of twelve weeks' holiday a year. All holidays are fully paid.

Welfare Schemes

Retirement. The normal age limit for public secondary school teachers is sixty-five. With the permission of the Department of Education, teachers may if they so wish remain in their post until seventy.

Retirement pension is proportionate to pensionable salary and length of service. Full pension, after thirty-five years' service, amounts to 60% of pensionable salary (i.e., last salary increased by 10%), and is reduced by 1% for each year of service short of thirty-five.

Teachers contribute 5% of salary to the retirement pensions fund, and the canton 7%.

Survivors' pensions. The widow of a public secondary school teacher is entitled to half the pension to which the deceased was entitled. If she remarries she receives an annuity for three years, and then has no more pension rights.

The children of a deceased public secondary teacher are each entitled to one eighth of the pension to which their deceased father (or mother) was entitled, until they are eighteen years of age, to a combined maximum of one half, even if they number more than four.

Illness. In the case of illness or accident, a public secondary school teacher is entitled to leave on full pay for six months, on three-quarters pay for three months, and then on an allowance corresponding to what he would receive in pension if he was retired, for the remainder of a combined maximum of two years.

Foreign Teachers

Candidates for appointment to teaching posts in public secondary schools must be of Swiss nationality, and if they do not come from the canton of Zurich, must in addition have cantonal recognition, which is granted only after a minimum of five consecutive years' domicile in the canton.

Private Schools

The only requirement for appointment to a teaching post in a private secondary school is possession of the teaching certificate of the canton of Zurich, or the equivalent.

The canton makes no subsidies to private schools catering for children of school age, but such schools are supervised by the cantonal authorities, and are required to adopt the public school curricula.

SYRIA

From the report sent by the Ministry of Education

SALARIES

Secondary teachers in Syria rank as government officials.

Their stability of employment is guaranteed by law, in the case of Syrians, and by contract in the case of foreign teachers.

Their salaries are paid by the government.

Their salary scales, given in Table I, are uniform throughout the country, and are the same for both sexes.

TABLE I. SCALE OF SALARIES
(in £S per month)

Grading	Scale	Salary	Grading	Scale	Salary
9	3rd	142.5	5	2nd	271.5
	2nd	153.5		1st	289.5
	1st	164	4	3rd	317
8	3rd	175		2nd	344
	2nd	185		1st	366
	1st	196	3	3rd	387.5
7	3rd	207		2nd	408.5
	2nd	216.5		1st	429.5
	1st	226	2	3rd	457.5
6	3rd	235		2nd	492
	2nd	253.5		1st	527
	1st	271.5			

Headmasters receive an allowance of between £S 60 and £S 130 a month, according to whether they are in charge of a day or a boarding school, and the number of pupils.

Hourly rates are paid only to the teachers who are not classified as government officials.

The salary gradings are based on the classes taught and the teacher's qualifications.

Supplementary hours are paid for at the rate of £S 4½ or £S 6.

Promotion from one scale to the next is on the basis of length of service. On appointment teachers are generally placed in the 5th or 4th grading, and must serve two years on each scale in these gradings. Maximum salary is reached in the highest scale (the 1st) of the 2nd grading.

The numbers of teachers in each grading are given in Table II.

TABLE II. TEACHERS BY GRADING

Grading	No. of Teachers	Grading	No. of Teachers	Grading	No. of Teachers
9	16	6	45	3	105
8	23	5	80	2	45
7	48	4	440		

Allowances and Privileges

In common with all other government officials, secondary teachers receive a cost-of-living allowance, incorporated in their salary, and a family allowance amounting according to the teacher's grading and the size of his family (wife, daughters not working, sons under eighteen years of age) to £S 6, 8, 10 or 12 per month per person.

Like all other government officials, secondary teachers are entitled to repayment of transfer expenses and to reduced charges on urban transport, in cinemas, etc.

Additional Salaried Activities

Secondary teachers are permitted to give private lessons, except to pupils in their own classes, and to publish textbooks. They are forbidden to engage in commercial activities.

They receive payment for work on examination boards.

Regulations on Working Hours

Secondary teachers are required by law to work between twenty and twenty-four hours a week.

They enjoy ninety days' paid holiday in summer, and fifteen days during the course of the year.

Welfare Schemes

Retirement. Like other government officials, secondary teachers belong to a government-administered retirement pensions scheme. They contribute 7% of salary to the retirement pensions fund.

A teacher who reaches the age limit (sixty) or has completed forty years of service, is automatically retired. He may ask to retire on pension after twenty-five years' service.

Retirement pension amounts to years of service (to a minimum of fifteen) multiplied by average salary for last five years and divided by sixty.

A secondary teacher dismissed before completion of fifteen years' service is entitled to compensation.

Retired teachers receive cost-of-living and family allowances.

The pension or dismissal compensation of a teacher dismissed on account of illness or disability is increased by from 25% to 100%.

Survivors' pensions. Half the pension of a deceased secondary teacher is paid to his family, that is to say, to his widow, provided she does not remarry, his sons up to the age of eighteen or completion of their higher education, his daughters without personal resources, and all disabled children without limit of age.

Illness. Secondary teachers falling ill are entitled to twelve months' leave, i.e., four months' sick leave on full pay, three months on half pay, and five months without pay. Paid sick leave may not exceed eighteen months in a period of five years. Secondary teachers receive considerably reduced charges in the government hospitals.

If the illness or disability arises in the course of duty, all hospital and medical expenses are paid by the government.

Foreign Teachers

Foreign teachers may be appointed to posts in public secondary schools in Syria. They are engaged on contract, under the same conditions as Syrian nationals. Foreign teachers may also be appointed to private schools.

Private Schools

The conditions of employment in private schools are determined by individual contracts.

Miscellaneous

Secondary teaching posts in Syria are as well paid as other posts demanding equivalent qualifications and experience. Men and women enjoy the same conditions of service.

THAILAND

From the reply sent by the Ministry of Education

SALARIES

Public secondary school teachers in Thailand rank as government officials. Their tenure of office is guaranteed by the civil service act, and their salaries are paid by the government.

They have a salary scale, given in Table I, which is uniform, and is the same for both sexes.

Neither student nor probationary teachers are paid salaries.

The salaries of headteachers of secondary schools are not determined by their posts, but by the class and scale they are in. They are normally selected from among teachers whose monthly salary is 90 bahts and over.

Salary gradings are based on university qualifications.

Public secondary school teachers are not paid for supplementary hours above the regulation service maxima, since they are on government service in accordance with the civil service act, and since there are not enough teachers. The government makes every endeavour, however, to avoid asking teachers to work overtime, so that they may have time to rest and prepare their work.

Advancement or promotion is based on competitive examination, on selection by the superior authorities after taking due account of the teacher's work, etc. or on the teacher's obtaining a university degree or other qualification through in-service training.

TABLE I. — SCALE OF SALARIES OF PUBLIC SECONDARY SCHOOL TEACHERS

(in bahts per month)

Class	Basic Salary	Supplement	Class	Basic Salary	Supplement
Fourth	50	500	*Second*	160	1,040
	55	520		170	1,130
	60	540		180	1,220
	65	560		190	1,310
	70	580		200	1,400
	75	600		220	1,530
	80	620		240	1,660
	85	640		260	1,790
	90-120	As for corresp.		280	1,920
		third class salaries		300	2,050
Third	90	660	*First*	350	2,300
	100	700		380	2,420
	110	740		420	2,580
	120	780		460	2,740
	130	870		500	3,100
	140	910		550	3,250
	150	950		650	3,400
				650	3,650

There is thus no fixed period in which maximum salary is obtained.

The number of public secondarv school teachers by basic salary is given in Table II.

TABLE II. — NUMBER OF PUBLIC SECONDARY SCHOOL TEACHERS BY BASIC SALARY

Class	Basic Salary (bahts p.m.)	No. of Teachers	Class	Basic Salary (bahts p.m.)	No. of Teachers
Fourth	50	74	*Second*	160	54
	55	44		170	27
	60	1,053		180	23
	65	475		190	39
	70	602		200	80
	75	335		220	41
	80	233		240	35
	85	122		260	21
	90	151		280	22
	100	7		300	4
	110	3		320	—
	120	12		350	—
	Total	3,211		Total	346
Third	90	436	*First*	350	—
	100	119		380	—
	110	114		420	2
	120	165		460	4
	130	206		500	1
	140	139		550	3
	150	123		600	—
	160	90		650	2
	Total	1,392		Total	12

Former service in another public post does not count in the calculation of the salary grading of public secondary school teachers. The position is precisely the same for persons with former experience in a non-public post, except in the case of such a person offering a very specialized teaching subject which no ordinary teacher can offer and which it is desired to teach. Salary grading then depends on the difficulty and standard of that subject.

Allowances and Privileges

Public secondary school teachers are entitled to a cost-of-living allowance.

They also enjoy a lodging allowance, sometimes the free provision of lodging, a special cost-of-living allowance in areas where the cost-of-living is higher than the average, a special allowance in areas officially recognized as being arid, and a removal expenses allowance.

They are also entitled to priority of admission to schools for their children, and to half fares on the railways. These two privileges are not granted to other government officials.

Additional Salaried Activities

Public secondary school teachers are entitled to combine their ordinary work with other public educational work, on obtaining permission from their superiors, but not with public administrative work or a parliamentary mandate.

They may engage in private remunerative activities outside their official hours.

They receive payment for correcting examination papers.

Regulations on Working Hours

Public secondary school teachers have a regulation maximum of twenty hours per week.

They enjoy one-hundred-and-nine days of fully paid holiday a year, excluding the regular weekly holidays.

Welfare Schemes

Retirement. Like all government officials, public secondary school teachers are required to contribute 20% of basic salary to a provident fund. Their retirement pension rights are defined in the retirement gratuities and pensions act.

They are required under this act to retire at the age of sixty (or up to sixty-five in special cases), on a pension if they have over ten years' service, and with a gratuity if they have less than ten years' service.

Retirement pension amounts to last salary multiplied by years of service and divided by fifty-five (less than twenty-five years' service) or fifty (over twenty-five years' service). Retirement gratuity amounts to last monthly salary multiplied by years of service.

Retirement pension, moreover, carries with it a supplementary pension calculated, as indicated in Table III, on the basis of the amount of the retirement pension.

TABLE III. — SCALE OF SUPPLEMENTARY PENSIONS

	Retirement Pension	Supplementary Pension (Percentage of Retirement Pension)		Retirement Pension	Supplementary Pension (Percentage of Retirement Pension)
	Bahts			Bahts	
Up to	5	800	Up to	200	300
	10	700		400	200
	20	600		600	100
	50	500		800	90
	100	400	Above	800	80

Survivors' pensions. The survivors of a public secondary school teacher are entitled to a pension amounting to half that of the deceased. Of the survivors' pension, 50% goes to the orphans (60% if there are more than two orphans), 25% to the widow (20% if there are more than

two orphans), and 25% to the deceased's parents (20% if there are more than two orphans). The orphans are eligible to receive their share of the survivors' pension until they reach the age of twenty or up to twenty-five if continuing their education. The widow is entitled to her share for life or until she remarries.

Illness. Like all government officials, public secondary school teachers pay only half fees in government hospitals. There is no compensation as such for accidents, but a teacher who is compelled to leave the service as the result of an accident receives a special or an ordinary pension according to whether the accident occurred in the course of his duties or otherwise.

Foreign Teachers

Foreign nationals are eligible for appointment to teaching posts in either private or public schools, and the only special conditions in this connection are those that may occur in their contract of service.

They normally receive higher salaries than their Thai colleagues. They also receive a lodging expenses allowance, a travelling expenses allowance covering both outward and return journeys, and a home leave expenses allowance, in accordance with their contract of service.

Private Schools

Teachers in government-subsidized private secondary schools normally receive lower salaries than their colleagues in government-controlled private schools. The reason for this is that the former schools may not charge pupils over 300 baths per annum, while the latter schools may.

It should be noted, however, that government-subsidized private schools receive supplementary grants and other monetary assistance for highly qualified teachers and teachers with long service in one school.

Teachers of both kinds of private secondary school enjoy the same rights and privileges in respect of their status as teachers.

Miscellaneous

Men and women teachers are treated as equals, come under the same laws and regulations in every respect, and have the same salaries, and rights.

TURKEY

From the reply sent by the Ministry of National Education

Salaries

Secondary teachers in Turkey rank as government officials.

Their tenure of office is statutorily guaranteed.

Their salaries are paid by the government, in accordance with the following scale :

SCALE OF SALARIES

(in £T per month)

Basic Salary	Total Salary[1]	Basic Salary	Total Salary[1]
150	1,000	60	400
125	875	50	350
100	750	40	300
90	625	35	250
80	550	30	225
70	475		

[1] A deduction of 15-20% should be made for income tax from the figures given.

There are no differences in salary between men and women teachers, or between headmasters and headmistresses.

Teachers on probation receive a stipend of £T 170 a month for six months, and then, if their work has been satisfactory, are nominated secondary teachers.

The salary scale grading allotted to any given teacher depends on his university qualifications and length of service.

Supplementary hours are paid for at the rate of £T 8 per month per hour at the first secondary stage, and £T 6 per month per hour at the second secondary stage.

Promotion is made on the basis of length of service. Maximum salary is attained after a minimum of thirty years' service.

The number of secondary teachers by salary is given in the following table :

NUMBER OF SECONDARY TEACHERS

Basic Salary	Total Salary	Number	%
£T 150	£T 1,000	6	0.09
125	875	62	1.01
100	750	89	1.46
90	625	173	2.84
80	550	175	2.86
70	475	274	4.49
60	400	956	15.65
50	350	764	12.50
40	300	944	15.46
35	250	1,185	19.42
30	225	1,480	24.24

Former service in another official capacity counts in the determination of salary.

Allowances and Privileges

Like all government officials, secondary teachers are entitled to a family allowance of £T 10 per child; to reductions at public boarding schools, if their salary is lower than £T 50, of 10%, 25% and 30% for their first, second and third child respectively; to transfer allowances for themselves and their family; and to a reduction of fares on government shipping and railways during their holidays.

Living accommodation is provided wherever possible for headmasters and headmistresses.

Additional Salaried Activities

Secondary teachers are entitled to combine their ordinary work with other official educational work, on condition that the combined total of working hours does not exceed twenty-four a week. They are also at liberty to publish textbooks and give private lessons, but they may not engage in commercial activities.

They are not paid for work on examination boards.

Regulations on Working Hours

Secondary teachers are required to work seventeen hours a week (fifteen hours of teaching and two hours of study) at the second secondary stage, and twenty-two hours (eighteen hours of teaching and four hours of study) at the first secondary stage.

They enjoy an average of sixty days of fully paid holiday a year.

Welfare Schemes

Retirement. A government-administered retirement pensions scheme exists.

A secondary teacher may retire on pension at sixty-five years of age, or after twenty-five years' service. In the latter case his pension amounts to 60% of salary, and he also receives a lump sum amounting to one year of last salary. His pension is increased by 1% for each year of service in excess of thirty, to a maximum of 70% of salary.

A secondary teacher who becomes disabled and has a minimum of fifteen years' service, is entitled to a pension amounting to 35% of last salary, or, if the disability arose in the course of duty, to a pension which is based on years of service (the minimum is taken to be twenty-five years), and which may amount to as much as 90% of salary, and passes at his death to his children.

Secondary teachers and the government each contribute 5% of salary to the retirement pensions fund. On promotion to the next higher salary grading, a teacher is required to contribute the first month of his increment to the fund.

Survivors' pensions. The widow of a secondary teacher is entitled to a pension, if she herself does not hold a pensionable post, equal in amount to the deceased's pension, but half being placed in the retirement fund if there are no children, or to half the deceased's pension, if there are children. The remaining half of the deceased's pension, in the latter case, is divided equally among the children.

The boys among such children are entitled to a pension up to the age of eighteen, provided they are not in government employ, up to the age of twenty, if they are pursuing their secondary education, and up the age of twenty-five, if they are taking a university course. The girls are entitled to a pension without limit of age, provided they do not marry or become government officials.

It should also be noted that the orphans receive such pension only if the deceased had a minimum of fifteen years' service, otherwise they receive a lump sum determined on the basis of the deceased's last salary.

Foreign Teachers

Subject to approval by the Ministry of National Education, foreign nationals are eligible for appointment to public secondary teaching posts, but are not entitled to retirement pension.

Private Schools

Teachers in private secondary schools are paid in accordance with the contract they have made with their school. The government makes a contribution to salaries only in the case of the teachers of Turkish language and culture.

Private teachers have two months' holiday a year (whether such holiday is paid or not, depends on the individual contracts), and leave with pay for two months, if they fall ill. In respect of retirement pension, they come within the workers' insurance scheme.

Miscellaneous

Secondary teachers whose training has been made at government expense are required to serve in a government school for a minimum period half as long again as their training.

UNION OF BURMA

From the reply sent by the Ministry of Education

Salaries

Public secondary school teachers in Burma rank as government officials. Their tenure of office is guaranteed by civil service regulations. They are appointed, and their service terminated where necessary, by the government. Their salaries are paid by the government, with the sanction of the Director of Education.

They have a scale of salaries which is uniform throughout the country, and is the same for both sexes. Junior secondary school teachers (standards V to VII) have a commencing salary of 110 kyats per month rising by increments of 10 kyats to 200 kyats, and senior secondary teachers (standards VIII to IX) a commencing salary of 200 kyats rising by increments of 10 kyats to 300 kyats. Junior secondary ("middle") school headmasters have a commencing salary of 250 kyats per month rising by increments of 15 kyats to 325 kyats, and senior secondary school ("high school") headmasters have a commencing salary of 330 kyats rising by increments of 15 kyats to 450 kyats, in the junior grade, and a commencing salary of 350 kyats rising by increments of 25 kyats to 700 kyats, in the senior grade.

There are no student or probationary secondary teachers.

There is no payment for any hours above the regulation service maxima.

As indicated above, increments are granted according to the salary scale. In the case of teachers who are not fully qualified the award of increments rests on the report of the superior officers regarding the work of the teachers concerned. Promotion to higher posts such as headmasterships is made according to qualifications and experience.

Maximum salary is reached after ten years' service.

A person transferred from another government department to the secondary education service will, if a qualified teacher, draw the same salary as he was receiving before, or the appropriate commencing salary of a secondary teacher, whichever is the higher.

Allowances and Privileges

Like all government officials, public secondary school teachers are at present entitled to a cost-of-living allowance. Heads of schools with boarding accommodation are entitled to free residence, and teachers in charge of hostels are entitled to free residence and an allowance for acting as hostel superintendent.

On transfer from one school to another school over five miles away and in a different municipality, teachers and members of their families are entitled to travelling allowances.

Additional Salaried Activities

Public secondary school teachers are not entitled to combine their ordinary duties with work in other schools, and may not accept public

office such as that of member of parliament, municipal councillor, etc. They are allowed, however, to give private lessons to pupils other than their own, subject to a limitation of the total remuneration received. With the approval of the Director of Education, they may also write textbooks, but should have no financial interest in their publication or sale. They may not engage in commercial activities.

Payment is made from government funds to teachers acting as examiners in certain public examinations.

Regulations on Working Hours

Public secondary school teachers are required to work a maximum of five hours a day for five days a week. They are also expected to devote part of their time outside school hours to extra-curricular activities.

In addition to the ordinary holidays, they are entitled to ten days' casual leave a year on full pay, and to privilege leave on average or half average pay, according to length of service.

Welfare Schemes

Like all government officials, public secondary school teachers under forty-five years of age are required to take out life insurance. They are encouraged by the government to place their savings in the government provident fund, but contribution to this fund is not compulsory.

Retirement. Public secondary school teachers are entitled to retire on pension at the age of fifty-five (or later if they wish, up to the age of sixty), after a minimum of ten years' service, or before the age of fifty-five if they have a minimum of twenty-five years' service. Retirement pension varies in amount according to length of service and average salary during the last three years of service.

Survivors' pensions. No arrangements exist as yet for the payment of a pension to the widow or children of a deceased public secondary school teacher, but very favourable measures in this connection are under consideration by the government.

Illness. In the case of illness, as attested by medical certificate, public secondary school teachers are entitled to sick leave for one month per annum on full pay.

Women teachers are entitled to one-and-a-half months' maternity leave.

Foreign Teachers

Foreign nationals are not eligible for appointment to teaching posts in public secondary schools, but may be employed in private secondary schools.

In any given state of the Union of Burma, a teacher from another state enjoys the same rights in regard to employment as the teachers of that state.

PRIVATE SCHOOLS

Only one private school in the Union of Burma is subsidized by the government. Except in regard to retirement pension, the teachers in this school enjoy the same privileges as their colleagues in the public schools, and in regard to retirement pension, they may contribute to an aided provident fund to which the school authorities also make a contribution.

UNION OF SOUTH AFRICA

From the reply sent by the National Bureau of Educational and Social Research, Department of Education, Arts and Science

SALARIES

Public secondary school teachers in the Union of South Africa rank as officials of the four provincial administrations.

The engagement of teachers appointed for specific periods may be terminated by either party by giving twenty-four hours' notice.

The engagement of permanent teachers on the regular teaching staff may be terminated under the following circumstances:

(a) *By the teacher.* The teacher may terminate the engagement on the 30th June or the 31st December in any year by giving three months' notice in writing. In special cases the engagement may be terminated on shorter notice and on such date as may be determined by the Director.

(b) *By the Department.* The Department may terminate the engagement of a teacher under the following circumstances: (i) in the event of a provisionally certified teacher failing to obtain an unprovisional certificate within a reasonable period; (ii) on or after the date on which the teacher reaches the age of fifty-five in the case of men and forty-five in the case of women, provided that nothing shall prevent the retention of a teacher over the age of fifty-five in the case of men and forty-five in the case of women, and up to the age of sixty in the case of men and fifty-five in the case of women; (iii) in the event of a teacher becoming physically or mentally incapacitated, in which case a prescribed procedure shall be followed; (iv) in the event of a charge being proved after the procedure prescribed has been followed; (v) in the event of the inefficiency of a teacher being proved by the evidence of an inspector of education, after a certain procedure has been observed; (vi) an abolition of post, or any reduction in, or reorganization or readjustment of, the staff of the school in which the teacher concerned is employed; (vii) on account of such misconduct as is dealt with in the regulations; (viii) on account of continued ill health.

Since 1950 no official service contract has been signed as the regulations have been amended in such a way that once given a permanent post under the Department a teacher can only be discharged on contravening the regulations governing the conditions of teachers, or continued ill health.

In accordance with section 85, (iii), of the South Africa Act, 1909, the provision of primary and secondary education facilities was delegated to the provinces, which receive a subsidy from the Union government to enable them to meet the responsibility, including the payment of teachers.

By agreement between the provinces a uniform scale of salaries for secondary school teachers has operated in the Union since April, 1952, though the different provinces do not apply the same methods of grading posts, which causes slight differences in remuneration for some posts. As a result of the difference in grading methods some Transvaal teachers

enjoy slightly higher salary scales than teachers in the other four Education Departments.

The most widely used scale of salaries is given in Table I.

TABLE I. — SCALE OF SALARIES OF TEACHERS IN EUROPEAN PUBLIC SECONDARY SCHOOLS

(in £ per annum)

Category	Salary Minimum	Salary Maximum	Yearly Increments	Years required to reach Maximum
		Grade A (Women)		
A	300	720	9×20+1×40+10×20	20
B	340	800	9×20+1×40+12×20	22
C	380	820	9×20+1×40+11×20	21
D	420	840	9×20+1×40+10×20	20
E	460	860	9×20+1×40+ 9×20	19
F	500	880	9×20+1×40+ 8×20	18
		Grade B (Women)		
A	280	680	9×20+1×40+ 9×20	20
B	320	760	9×20+1×40+11×20	21
C	360	780	9×20+1×40+10×20	20
D	400	800	9×20+1×40+ 9×20	19
E	440	820	9×20+1×40+ 8×20	18
F	480	840	9×20+1×40+ 7×20	17
		Grade A (Men)		
A	350	800	9×25+1×50+ 7×25	17
B	400	900	9×25+1×50+ 9×25	19
C	450	925	9×25+1×50+ 8×25	18
D	500	950	9×25+1×50+ 7×25	17
E	550	975	9×25+1×50+ 6×25	16
F	600	1,000	9×25+1×50+ 5×25	15
		Grade B (Men)		
A	325	750	9×25+1×50+ 6×25	16
B	375	850	9×25+1×50+ 8×25	18
C	425	875	9×25+1×50+ 7×25	17
D	475	900	9×25+1×50+ 6×25	16
E	525	925	9×25+1×50+ 5×25	15
F	575	950	9×25+1×50+ 4×25	14
		Vice-principals (Women)		
A	660	1,020	5×32+5×40	10
B	604	980	1×24+6×32+ 4×40	11
C	532	940	4×24+6×32+ 3×40	13
		Vice-principals (Men)		
A	825	1,125	5×40+2×50	7
B	755	1,075	1×30+6×40+ 1×50	8
C	665	1,025	1×30+6×40	7

Category	Salary Minimum	Salary Maximum	Yearly Increments	Years required to reach Maximum
		Principals (Women)		
A	800	1,160	9×40	9
B	768	1,120	1×32+8×40	9
C	736	1,080	2×32+7×40	9
		Principals (Men)		
A	1,000	1,300	6×50	6
B	960	1,250	1×40+5×50	6
C	920	1,200	2×40+4×50	6

Teachers are classified according to the duration of their successful courses of academic and professional training recognized and accepted by the Director as follows:

Category A: Any recognized professional qualification lower than that prescribed for category B.

Categories B, C, D, E, and *F*. Two, three, four, five, five and six years respectively beyond the level of the secondary school certificate.

Principals and vice-principals are classified as follows:

Class A. Schools with 400 secondary pupils and over.

Class B. Schools with 300-399 secondary pupils.

Class C. Schools with less than 300 secondary pupils.

Student teachers receive no remuneration, because they are full-time students and go to the schools only for practice teaching for a few weeks during certain terms during the year. As a rule they go out to the schools three terms each year, the first three weeks of each term.

During their probationary period, which lasts six months, teachers receive a salary equal to the first notch of their salary scale.

Vacancies in all teaching posts are advertized, and interested candidates possessing the required qualifications as set forth in the " Conditions of Service of Teachers " may apply. Candidates send their applications for particular vacancies to the secretary of the governing body of the secondary school concerned. The governing body selects an applicant for the vacancy, and forwards its choice to the Department of Education. The principal also makes a confidential recommendation to the Education Department which, after considering the recommendations of the governing body and the principal, makes the final selection and appointment. Broadly speaking, selection is based on qualifications, experience, and ability, but not necessarily in this order.

Information regarding the number of men and women secondary teachers for each salary grading is not available in a uniform form for all the four provinces. Another difficulty is that there are two types of secondary schools: (a) high schools (situated in thickly populated areas and providing education for standards six to ten only); (b) primary schools with secondary departments (situated in thinly populated areas and providing education for all classes up to standard ten). Table II gives the number of principals and teachers (including vice-principals)

TABLE II. — NUMBER OF PUBLIC SECONDARY SCHOOL PRINCIPALS AND TEACHERS IN THE UNION IN 1953

	Number	% of Total
High Schools:		
Principals	145	4.53
Teachers (including vice-principals)	3,057	96.47
Total	3,202	100.00
Primary Schools with Secondary Departments:		
Principals	333	6.44
Teachers (including vice-principals)	4,840	93.56
Total	5,173	100.00

for the Union for 1953 for the two types of schools. The position in the Transvaal is stated in greater detail in Table III, as a representative example of the four provinces.

TABLE III. — NUMBER OF PRINCIPALS, VICE-PRINCIPALS, AND TEACHERS IN THE TRANSVAAL IN 1953

	Sex	Number	% of Total
High Schools:			
Principals	M	82	3.42
	F	12	0.50
Vice-principals	M	78	3.25
	F	10	0.42
Teachers Grade A	M	444	18.49
	F	121	5.04
Teachers Grade B	M	879	36.60
	F	775	32.28
Total		2,401	100.00
Primary Schools with Secondary Departments:			
Principals	M	41	5.96
Vice-principals	M	38	5.52
Teachers Grade A	M	38	5.52
	F	14	2.04
Teachers Grade B	M	214	31.11
	F	343	49.85
Total		688	100.00

When a teacher with previous experience in other services becomes a secondary school teacher, service in the new department is continuous with service in the old department, provided that the requirements of the specific pensions ordinance are complied with.

Allowances and Privileges

Public secondary school teachers are entitled to a cost-of-living allowance additional to the salaries given in Table I and amounting to £320 (married teachers) and £100 (single teachers) per annum.

There is no general scheme for board and lodging for teachers, but hostels are attached to many schools in South Africa. Resident superintendents, housemasters and housemistresses are appointed from the teaching staff for management and supervision. They have the advantage, in normal times, of free board and lodging, but at the present time they pay an insignificant proportion of their cost-of-living allowance for these services.

Teachers in unhealthy climates and malarial areas are eligible for a climatic allowance at a rate which is determined from time to time, on the recommendation of the inspector of schools.

A supplementary cost-of-living allowance of £60 (married teachers) and £90 (single teachers) per annum is paid in the centres where the cost of living is highest, on condition that the total salary thus paid does not exceed £690 (married teachers) or £360 (single teachers).

All members of the teaching profession are granted a railway concession at excursion rates once annually. This concession is not applicable to members of teachers' families.

Additional Salaried Activities

Public secondary school teachers may take continuation and evening classes for additional payment provided that their own work is not interfered with, that there are no other suitable persons available to undertake the work, and that they obtain the prior permission of the Education Department.

Teachers are debarred from actively taking part in politics. In the event of a teacher accepting nomination for selection as a member of the Union parliament or any provincial council, he shall be deemed to have voluntarily resigned from the service as from the date of such nomination.

The administrator of the province may grant permission to a teacher to accept nomination for election to, and to serve on, a health committee or municipal council, provided that he is satisfied after inquiry that his duties as member of the teaching staff will not thereby be in any way interfered with, and that in the event of any question arising between the Union government or any provincial administration and any such council or committee, any teacher who may have been permitted to have become a member thereof shall not take part in the discussion or give any vote on any such question.

With the special permission of the head of the Department teachers may compile and publish textbooks for private gain. The same applies to private lessons.

Examination boards are not statutory bodies but *ad hoc* committees and members are paid an honorarium.

Regulations on Working Hours

The distribution of work in public secondary schools and the length of school sessions and of the intervals between school sessions are subject to the approval of the "Circuit Inspector", provided that (a) the actual teaching time (excluding breaks and any time which may be set aside for study under supervision) shall not be under twenty-five and not over twenty-seven-and-a-half hours per week, and that (b) times for breaks shall be not less than fifteen minutes during the morning session and thirty minutes between sessions, in two-session schools, and not less than a total of thirty minutes for two or more breaks, in one-session schools.

The school year consists of four terms separated by school holidays. The actual number of holidays amount to 165 days a year, including all Saturdays and Sundays, and all public holidays.

In addition, special leave may be granted by the Director. Only service with pay will be accepted as service for leave. Teachers in permanent employment may be granted twelve days for each complete year of continuous service, and a proportionate amount for any additional portion of a year. No teacher shall be permitted to take vacation leave until sufficient leave has been accrued to cover at least the period of a whole school term.

All holidays and special leave are fully paid.

Welfare Schemes

Retirement. Each provincial administration has its own compulsory scheme for teachers, to which all permanent teachers contribute according to their age on admission to the fund.

A man teacher is usually eligible for retirement at the age of sixty and a woman teacher at the age of fifty-five. Any teacher who has reached the prescribed age for retirement has a right to retire and his services should only be retained if such course is deemed to be in the public interest.

The contributions teachers are required to make to the retirement pensions fund are deducted from salary, and vary in amount according to sex, and age last birthday at commencement of pensionable service, as indicated in Table IV. The authorities contribute an equal amount.

Retirement pension per month amounts to one seven-hundred-and-twentieth of average salary during last seven years, multiplied by completed years of service.

In respect of women teachers whose prescribed age for retirement is sixty (and not the usual fifty-five as noted above), the scale of contributions is the same as for men (see Table IV).

Survivors' pensions. There is no pension fund for the widow and children of a deceased public secondary school teacher. If death takes place before retirement a lump sum equal to double the contributions of the deceased is paid to the widow or widower or child or stepchild or stepchildren or to a dependent father, mother, brother or sister. No payment is made to, or for the benefit of, any collateral or more distant relative.

TABLE IV. — PERCENTAGE OF PENSIONABLE SALARY CONTRIBUTED BY TEACHERS TO PENSIONS SCHEME

Men: Age Last Birthday at Commencement of Pensionable Service	% of Pensionable Salary	Women: Age Last Birthday at Commencement of Pensionable Service	% of Pensionable Salary
Under 40	6.50	Under 35	8.00
40	6.75	35	8.25
41	6.95	36	8.50
42	7.15	37	8.75
43	7.35	38	9.00
44	7.55	39	9.25
45	7.75	40	9.55
46	7.95	41	9.85
47	8.15	42	10.15
48	8.35	43	10.45
49	8.55	44	10.75

If death takes place, on the other hand, within five years after the date of retirement, there shall be paid to, or to the benefit of, the persons mentioned above, either the pension (or a lump sum equal to it) which the deceased if he had not died would have drawn during the unexpired portion of such five years, together with any other lump sum payable.

Illness. Public secondary school teachers are entitled to sick leave on full pay for ninety days and on half pay for ninety days in each cycle of three years. The application for sick leave must be accompanied by a medical certificate. Sick leave, moreover, may be granted only in respect of some illness, disease or injury not due to misconduct or lack of reasonable care. No sick leave is granted in respect of neurasthenia, insomnia, debility, or other ill-defined diseases.

Where a teacher has insufficient sick leave on full and half pay to his credit, sick leave without pay may be granted, or he may utilize vacation leave on full pay, if he has any to his credit.

Public secondary school teachers are not required to make contributions for sick leave benefits.

Foreign Teachers

Foreign nationals are eligible for appointment to public secondary schools on the following conditions:

(a) The Department of Education uses its discretion in deciding whether a person of a specific nation and culture would be able to adapt himself to the specific racial conditions in the Union.

(b) The Department of Education recognizes the qualifications of such an applicant if they are satisfactory.

(c) The applicant must be able to teach through the medium of one of the official languages of the Union.

(d) A probationary period must be served by the applicant until the Department is convinced that he can perform his duties satisfactorily.

Where such a person is appointed permanently, his previous experience is recognized for all purposes, and he is on an equal footing with Union teachers. The Union of South Africa is not a federation, but a union of four provinces, and each province provides its own educational facilities within its boundaries. Teachers going from one province to another, however, enjoy the same privileges as the teachers already in the province; even accumulated leave and pension payments are transferred to the new province.

Private Schools

Education in the Union is compulsory, and all private schools have to be registered. No conditions are laid own, however, in regard to the employment and payment of teachers, and each private school has its own individual conditions.

In the case of government-aided schools, on the other hand, the conditions laid down for public schools apply.

In 1950, only one ninth of the total number of teachers were employed in private schools.

UNITED KINGDOM

England and Wales

From the reply sent by the Ministry of Education

Salaries

Teachers in England and Wales in schools maintained from public funds are employees of the local education authority (i.e., the local county or county borough council) or, in the case of certain voluntary schools, of the governors of the schools.

Regulations made by the Minister of Education state that a teacher, other than an occasional teacher, must be employed under a written agreement or, in the case of a teacher appointed by a local education authority, either under a written agreement or under a minute of that authority.

The salaries of all teachers in publicly maintained schools (including the voluntary schools referred to above) are paid by the local education authority.

There is one uniform basic scale of salaries, given in Table I, for all teachers in publicly maintained primary and secondary schools in England and Wales. Full particulars of this scale may be found in the "Report of the Burnham Committee on Scales of Salaries for Teachers in Primary and Secondary Schools, 1951" and the "Addendum" to it.

To the figures given in the basic scale must be added the special addition (as shown in the "Addendum" to the "Report") of £ 40

TABLE I. — BASIC SCALE OF SALARIES (WITHOUT ADDITIONS) OF TEACHERS IN PUBLICLY MAINTAINED PRIMARY AND SECONDARY SCHOOLS

(in £ per annum)

Completed Years of Service	Men			Women		
	Qualified	*Unqualified*	*Temporary*	*Qualified*	*Unqualified*	*Temporary*
0	375	225	225	338	202	202
1	393	240	240	353	214	214
2	411	255	255	368	226	226
3	429	270	270	383	238	238
4	447	285	285	398	250	250
5	465	300	—	413	262	—
6	483	315	—	428	274	—
7	501	330	—	443	286	—
8	519	345	—	458	298	—
9	537	360	—	473	310	—
10	555	375	—	488	322	—
11	573	—	—	504	334	—
12	591	—	—	—	338	—
13	609	—	—	—	—	—
14	630	—	—	—	—	—

throughout the scale in the case of a man, and £ 32 in the case of a woman, and also any of the additions or special allowances (as set forth in sections C, N and O of the "Report", and summarized below under "Allowances and Privileges") for which a teacher may qualify.

The salaries of qualified head teachers of both primary and secondary schools, other than special schools, are calculated in the same way as those for qualified teachers, but they receive in addition an allowance (full details are given in section J of the "Report") assessed, on the basis of their "unit total" as follows:

(a) The "unit total" is calculated as follows:

For each pupil under 15 years of age	1 unit(s)
For each pupil aged 15 and under 16	4 "
For each pupil aged 16 and under 17	7 "
For each pupil aged 17 and over	10 "

(b) The allowance is assessed in accordance with a scale, given in Table II, based on groups of "unit totals" ranging from O to XXII.

TABLE II. — SCALE OF ALLOWANCES FOR QUALIFIED HEAD TEACHERS OF PUBLICLY MAINTAINED PRIMARY AND SECONDARY SCHOOLS, OTHER THAN SPECIAL SCHOOLS

(in £ per annum)

Group	Unit Total	Men	Women
0	1-40	55	50
I	41-100	80	75
II	101-200	110	100
III	201-300	145	130
IV	301-400	180	160
V	401-500	220	195
VI	501-600	260	230
and so on up to XXII	and so on up to 3001 and over	and so on up to £ 900	and so on up to £ 790

The salaries of qualified head teachers of special schools are calculated in the same way as those for qualified teachers, but they receive in addition an allowance (full details are given in section K of the "Report") assessed as follows on the basis of their "unit total":

(a) The "unit total" is calculated as follows:

For each delicate child, 2 units; for each educationally sub-normal, epileptic, or physically handicapped child, and each child in a hospital school, 3 units; for each blind, partially sighted, or maladjusted child, 4 units; for each deaf or partially deaf child, and each child suffering from speech defect, 6 units.

(b) The allowance is then assessed in accordance with a scale, given in Table III, based on groups of "unit totals" ranging from I(S) to VIII(S).

The salaries of unqualified head teachers of primary and secondary schools, other than special schools, are calculated in the same way as those for unqualified teachers, but they receive an allowance (see section L of the " Report ") of £ 55 (men) or £ 50 (women) per annum.

The salaries of unqualified head teachers of special schools are calculated in the same way as unqualified teachers, but they receive an allowance (see section M of the " Report ") of £ 80 (men) or £ 75 (women) per annum.

TABLE III. — SCALE OF ALLOWANCES FOR QUALIFIED HEAD TEACHERS OF PUBLICLY MAINTAINED SPECIAL SCHOOLS

(in £ per annum)

Group	Unit Total	Men	Women
I(S)	60 or less	80	75
II(S)	61-180	110	100
III(S)	181-360	150	135
IV(S)	361-540	190	170
V(S)	541-780	235	210
VI(S)	781-1020	280	250
VII(S)	1021-1260	325	290
VIII(S)	over 1260	370	330

Teachers on probation receive the same salaries as other teachers. Student teachers are employed only in exceptional circumstances ; there are no general scales of salaries for them.

The basic scale of salaries applies to all teachers in publicly maintained primary and secondary schools, irrespective of the classes taught.

There are no prescribed maximum hours of service, and teachers are not normally paid for overtime. Those who do extra work, such as teaching in evening classes, are paid varying rates ; there are no national scales.

The award of increments is based on length of service. Maximum salary is normally reached, as indicated in Table I, in fourteen years (men) or twelve years (women). The only normal promotion is from teacher to head teacher. Vacant head teacher's posts are advertised, and the new head teachers are selected from among those teachers who apply.

Previous experience may qualify a qualified teacher entering teaching service in a publicly maintained school for the additions and allowances to the basic scale of salaries, reference to which has already been made.

The latest available figures of the number of teachers and head teachers in secondary schools maintained by local education authorities are given in Table IV.

TABLE IV. — NUMBER OF TEACHERS AND HEAD TEACHERS IN SECONDARY SCHOOLS MAINTAINED BY LOCAL EDUCATION AUTHORITIES

	Men	Women	Total
Teachers	47,082	37,285	84,367
Head teachers . . .	3,539	1,375	4,914

Allowances and Privileges

The special allowances to which teachers may be entitled (under sections C, N and O of the " Report ") include the following : (a) an addition for special professional training ; (b) an addition for graduates (£ 60 per annum for men and £ 48 for women) ; (c) an addition for previous educational experience ; (d) an addition for teachers of approved special classes for partially deaf or partially sighted children in schools other than special schools ; (e) a special allowance for teachers in special schools ; (f) a special allowance for special responsibility ; (g) an additional payment for teachers serving in the " London area " (£ 36 per annum, or £ 48 if the teacher has completed sixteen years of full-time service or has attained the age of thirty-seven years, whichever is the earlier).

In order to meet the particular needs, moreover, of a primary, secondary or special school or department, a local education authority is empowered to make special allowances from what is called an " Area Pool ", a fund which is calculated on the basis of four shillings per annum for each pupil enrolled on the registers of the establishments named. The purposes for which such allowances from the "Area Pool " may be made, include the following:

(a) to pay increased or additional allowances to teachers involving expenditure in excess of the upper range of the school allocation of allowance expenditure ; (b) to pay a special allowance to an unqualified or temporary teacher when it is considered that the salary otherwise payable is not adequate having regard to the qualifications or experience of the teacher concerned for specialized forms of teaching ; (c) to pay a special allowance to mitigate or prevent hardship to a teacher or a head teacher whose post is lost, or whose salary is diminished, as a result of the reorganization or closure of a school or department, or where the local education authority is satisfied that there are other good reasons for such allowance ; (d) to pay a special allowance to a head teacher where the local education authority considers that the salary otherwise payable is not adequate having regard to the duties and responsiblities involved.

Teachers in publicly maintained schools do not enjoy any special privileges in the form of travelling privileges or special educational facilities for their children or in any other form.

Additional Salaried Activities

Teachers in schools maintained by public funds are, as noted above, employees of local education authorities or school governing bodies. The question of their undertaking paid work outside their normal teaching duties would therefore be determined by their employer, having regard to the terms of the agreement and of any local regulations in force. Generally speaking it is not uncommon for teachers to accept outside engagements, for example as teachers in evening classes, as examiners, or as private tutors.

Regulations on Working Hours

The hours of service of teachers in publicly maintained schools, are subject to variation locally. For a teacher's service to count for pension under the teachers' superannuation acts it must be " full-time " service, and the Minister has stated (Circular 224, par. 3) that a year's service should not be regarded as " full-time " if it cannot reasonably be supposed to occupy at least thirty hours a week for thirty-six weeks a year, or the equivalent, i.e., 1,080 hours.

So far as the holidays enjoyed by such teachers are concerned, regulation 16 of the " School Grant Regulations, 1951 " lays down that the educational year shall be divided into not more than four terms amounting to not less than forty weeks, during which the school shall meet on not less than two hundred days, of which not more than ten shall be occasional holidays. Holidays between terms can therefore amount to anything up to twelve weeks per annum. All holidays are fully paid.

Welfare Schemes

Retirement. The " Teachers (Superannuation) Acts, 1925 to 1946 " provide for a compulsory scheme of pensions for teachers in full-time service in publicly maintained schools. The scheme is administered by the Ministry of Education for England and Wales, and full details are given in " Form 199 Pen " issued by the Ministry. Teachers have also been compulsorily subject to the national insurance scheme since 1948.

The conditions under which teachers qualify for a pension include (a) attainment of the age of sixty, and (b) completion of thirty years of qualifying service (this period may be reduced in the case of a married woman or a man who has re-entered the service, and of a late entrant into pensionable service).

Pensions, whether for age or infirmity, are calculated on the total amount of pensionable service and on the average salary during the last five years. For each year of pensionable service, there is normally granted (a) an annual life pension of one eightieth of the average salary (up to forty eightieths), and (b) a lump sum of one thirtieth of the average salary (up to forty-five thirtieths).

Contributions are payable by teachers (normally by deduction from salary) of 5% of salary (with certain reductions if the teacher concerned is subject to the acts as modified in consequence of the introduction of national insurance in 1948). Equivalent contributions are payable by employers.

Teachers with a permanent incapacity to serve efficiently are entitled to receive a pension, if they have a minimum of ten years' pensionable service, and a lump sum amounting to one twelfth of average salary for each year of pensionable service, if they have less than ten years pensionable service. Such pension is calculated in the same way as retirement pension.

Survivors' pensions. No general scheme for the benefit of the widows or orphans of pensionable teachers is in force at present, although the question of making such provision is under consideration. A pensionable

teacher who is in good health may on retirement allocate a part of his pension for the benefit of his widow or dependent surviving him. On the death of a teacher, where it can be regarded as having taken place in pensionable service after not less than five years' pensionable service, a death gratuity is payable to the legal personal representatives, amounting to the average annual salary over the last five years or, if the teacher concerned has over thirty years' pensionable service, to one thirtieth of average salary for each year of such service (with a maximum of forty-five thirtieths). Under certain conditions a supplementary death gratuity is payable.

As already noted, moreover, teachers have been compulsorily subject to the national insurance scheme since 1948, and may qualify for benefits under it in addition to their pension under the teachers' superannuation scheme. These benefits include provision for widows and orphans.

Foreign Teachers

If they meet certain requirements in respect of their academic qualifications (details of which are given in Ministry of Education " E.R. Memorandum No. 100 " and " E.R. Memorandum No. 102 "), persons from other countries are eligible for appointment to teaching posts in publicly maintained schools in England and Wales. If they secure appointment, moreover, they are pensionable under the teachers' superannuation scheme and insurable under the national insurance scheme, and are paid salaries in accordance with the ordinary Burnham Committee scale described above.

Private Schools

Though they are liable to inspection, private schools, in the strict sense of that term as used in England and Wales, are not subsidized or controlled by the government. The teachers, however, in certain private schools recognized as efficient by the Ministry of Education, may participate in contributory pension schemes (details are given in Ministry of Education " Form 197 Pen ") administered by the Ministry and providing benefits similar to those provided by the scheme for teachers in publicly maintained schools.

Miscellaneous

While there is, as indicated above, one uniform basic scale of salaries for teachers in primary and secondary schools, it should be noted that more secondary than primary teachers qualify for the additions (summarized above under "Allowances and Privileges ") for graduation and training, since (a) graduates tend to seek employment in secondary schools, and (b) the usual training college course lasts two years, while most graduate teachers have had four years' training in all (three for a degree and one for their professional training). Further, the special allowances (summarized above under "Allowances and Privileges " and given in detail in section N of the " Report ") affect secondary teachers more than primary teachers.

Similarly, the salaries of head teachers in secondary schools tend to be higher than those of their colleagues in primary schools, for the reasons mentioned at (a) and (b) above, and also because secondary schools are generally larger than primary schools and a head teacher's allowance, as indicated above, is calculated in relation to the number and ages of the pupils in his school.

The Burnham Committee, the authors of the " Report " referred to above, are at present meeting to negotiate new salary scales to apply from 1st April, 1954.

It will be seen from the details given above of the basic scale of salaries, and the special addition and the additions and special allowances, that differentiation is made in respect of sex.

UNITED STATES

From the reply sent by the Office of Education

Salaries

Practically throughout the United States both primary and secondary schools are under the same general administration, and secondary teachers thus generally come under the same rules and regulations as primary teachers.

Secondary and other school teachers are employees of the "school district", which in most cases is a separate political unit. There are some school districts, however, that are departments of city administrations, and in two states some of the schools are directly administered by the department of education forming part of the state government.

There are both state and local regulations relative to teacher tenure.

There is no uniform scale of salaries for public school teachers throughout the country. The median annual salary paid in urban public junior high schools and high schools in 1952-1953 is indicated in the table given on the following page.

Higher salaries or supplementary pay may be granted for the following special assignments: coaching of athletics, leading band and choral music, coaching of dramatics, sponsoring school papers, year books, etc. Teachers in evening school are usually paid on an hourly basis.

Salary schedules usually contain a series of increment steps, generally given annually for progress from the minimum to the maximum of each salary class. In the recent National Education Association study, the number of increment steps ranges from five (in two schedules) to twenty-one (in one schedule).

Allowances and Privileges

In general, no allowances or privileges, in addition to salary, are allowed to teachers, except that in a few places a house is provided for them.

Additional Salaried Activities

Generally speaking, public school teachers do not carry any other official duties or engage in other regular remunerative activities. They may, however, teach in an evening school, and, as long as it does not interfere with their regular public school teaching duties, they are legally free to use their time when they are not in school as they see fit.

Foreign Teachers

In about thirty-four states it is illegal at the present time to pay a salary for teaching in the public schools to anyone who is not an American citizen. The private schools, of course, are at liberty to employ whom

MEDIAN ANNUAL SALARY PAID IN 1952-1953 IN URBAN PUBLIC JUNIOR HIGH SCHOOLS AND HIGH SCHOOLS

(In dollars)

Type of school employee	Population, Size of City: Over 500,000	100,000 to 500,000	30,000 to 100,000
Classroom teacher:			
Junior high school	$4,897	$4,023	$4,069
High school	5,526	4,360	4,292
Teaching department heads, deans, and assistant principals:			
Junior high school	6,426	4,300	4,834
High school	6,418	5,185	5,038
Supervising deans, department heads, and assistant principals:			
Junior high school:			
Deans and department heads	6,430	5,317	5,054
Assistant principals	6,323	5,733	5,176
High school:			
Deans	5,290	5,447	5,506
Department heads	7,259	5,627	5,390
Assistant principals	7,278	5,979	5,726
Principals:			
Junior high school	7,773	6,220	5,848
High school	9,156	6,892	6,523

Type of school employee	Population, Size of City: 10,000 to 30,000	5,000 to 10,000	2,500 to 5,000
Classroom teacher:			
Junior high school	$3,695	$3,436	$3,233
High school	3,954	3,620	3,498
Supervising assistant principals, deans and department heads:			
Junior high school	4,813	—	—
High school	5,116	4,880	4,700
Principals:			
Junior high school:			
Teaching	4,033	3,957	3,725
Supervising	5,272	4,607	4,113
Total	5,221	4,365	3,917
High school:			
Teaching	4,450	4,000	4,050
Supervising	5,749	5,120	4,690
Total	5,710	5,082	4,598

they please. Each year approximately 8,000 persons representing more than seventy countries are exchanged to teach, study, lecture, and engage in research and other educational activities, under the "United States Educational Exchange Program" conducted by the Department of State. Such exchange is rendered possible by a number of laws, and the cooperation of public and private school officials in the United States and abroad.

Private Schools

Private schools in the United States are entirely free from government control. They may do as they see fit in respect to any of the conditions of employment, noted above, for the public schools.

URUGUAY

From the reply sent by the Ministry of Education and Social Welfare

Salaries

Public secondary school teachers in Uruguay rank as government officials. They are under the autonomous national council of secondary education established, in accordance with the law of the constitution, on 11th December, 1953.

Their tenure of office is guaranteed by the secondary teachers' statutes as defined in law No. 10,973 of 2nd December, 1947.

Their salaries are paid from the annual budget of the government.

They have a salary scale which is uniform throughout the country, and is the same for both sexes. The gradings of this scale are based on length of service, as indicated in Table I.

TABLE I. — SALARY GRADINGS

Years of Service	Grading	Years of Service	Grading
Under 5	1	15-20	4
5-10	2	20-25	5
10-15	3	Over 25	6

The amount of salary depends on these gradings, and the number of (forty-five minute) periods the teacher has, as indicated in Table II. For each grading a minimum and maximum number of periods per week is fixed.

TABLE II. — SCALE OF SALARIES

(in pesos per month)

Grading	Periods per Week Minimum	Periods per Week Maximum	Rate of Payment for one Period	Salary Minimum	Salary Maximum
1	8	10 [1]	25	200	250
2	10	15	27	270	405
3	12	18	28	336	504
4	12	18	31	372	558
5	10	15	39	390	585
6	12	12	56	672	672

[1] 15 periods for secondary schools in the interior.

In addition to the salaries indicated in Table II, all public secondary school teachers, irrespective of their grading, receive a salary supplement of 45 pesos a month, in accordance with a law passed on 18th September, 1950.

Teachers whose number of regular weekly periods is under the required minimum for their grading, continue nevertheless to receive the minimum salary of their grading, but in return are required to bring their number

of periods up to the minimum by doing supply work free. Teachers whose number of regular weekly periods is over the required minimum for their grading, but under the maximum, receive compensation amounting to 5 pesos per month for each weekly period lacking. Such special compensation naturally ceases when the teachers concerned reach the maximum number of weekly periods through being given more regular or supply periods. These supply periods are paid for at the same rate as regular periods.

As already noted, promotion is based on length of service. In this connection, it should be mentioned that successes in the competitive promotion examinations *(concursos de oposición)* count as the equivalent of up to ten years' service, and thus make promotion speedier than would otherwise be the case.

Public secondary school teachers who take preparatory and evening classes are paid at the rate of 3 pesos per month for one period a week.

The salaries of headmasters depends, as indicated in Table III, on which of the five categories of institutes and secondary schools they control. Headmasters reaching the sixth grading (not given in Table III) receive a salary supplement of 75 pesos per month.

TABLE III. — SCALE OF SALARIES OF INSTITUTE AND SECONDARY SCHOOL HEADMASTERS

(in pesos per month)

Category	Salary	Category	Salary
I	825	IV	685
II	725	V	645
III	725		

Maximum salary is generally reached after twenty-five years' service. Teachers succeeding in the competitive promotion examinations referred to above, can reduce this period to as little as fifteen years. In the case of an assistant teacher promoted to full teacher, half his former service counts towards the determination of his new grading.

The number of public secondary school teachers by grading is given in Table IV.

TABLE IV. — NUMBER OF SECONDARY TEACHERS BY GRADING

Grading	No.	%	Grading	No.	%
1	126	5.45	4	579	25.00
2	695	30.00	5	248	10.80
3	401	17.35	6	262	11.40

Former service in other types of educational establishments does not count in determination of grading, except in the case of establishments (as for example primary teacher training establishments and the labour university) whose teaching staffs are on the same salary scale as public secondary school teachers.

Allowances and Privileges

Like all government officials, public secondary school teachers whose salary is under 340 pesos per month are entitled to a family allowance of 6 pesos per month for each child under fourteen years of age or under eighteen years of age if the child is still at school.

Teachers are also entitled to reductions on the railways during the holidays, and on the interprovincial bus services during the working school year.

Additional Salaried Activities

Regulations exist covering the combination by public secondary school teachers of their ordinary work with other public educational work. Additional periods done in a primary teacher training establishment or the labour university, for example, and paid for on an hourly basis, are counted in the calculation of a teacher's total number of regular periods subject to the minimum and maximum as given in Table II. If, on the other hand, payment for the additional educational work takes the form of a fixed monthly salary, then the minimum and maximum number of periods, indicated in Table II, is reduced by 50%.

Public secondary school teachers are also entitled to combine their ordinary work with public administrative or technical work, but the minimum and maximum number of teaching periods for their grading, as indicated in Table II, is reduced by 50%. If they are elected to the house of commons or the senate, they are not paid for such teaching as they may continue to do.

The maximum number of teaching periods, in each grading, constitutes the only limit to the amount of additional public educational work that public secondary teachers may undertake. So far as additional public administrative or technical work is concerned, a law passed on 27th March, 1953, fixes the maximum combined salary that a teacher may earn at 1,200 pesos per month.

Public secondary school teachers are permitted to undertake private salaried activities, except giving private lessons to pupils attending a government-controlled secondary school.

They receive no additional payment for examination work.

Regulations on Working Hours

Public secondary school teachers are required to be present at school only during their hours of teaching.

The schools are open one-hundred and-eighty days a year. In addition to the usual weekly holidays, the teachers enjoy fifteen days' holiday in winter, a week in spring, and four months in summer. Teachers are required during the summer and winter vacations to sit on examination boards.

In addition, teachers with a minimum of eight years' outstandingly competent work are entitled to study leave with pay.

All holidays are fully paid.

Welfare Schemes

Public secondary school teachers have the benefit of a social welfare scheme administered by the professional associations with the assistance of the government insurance bank.

Retirement. Public secondary school teachers are entitled to retire on pension at the age of sixty and after thirty years' service, or if the sum of their age and years of service is not less than ninety.

In accordance with a recent law, women teachers may retire after twenty-five years service.

Retirement pension amounts to one ninetieth of average salary during the last five years for each year of service, or, after forty years service, to average salary during the last year of service.

In addition to their pension, teachers receive a retirement bonus amounting to six months of average salary for the last year if they have completed over thirty years' service, to twelve months of that salary if they have completed over thirty-six years' service, and to eighteen months (to a maximum of 20,000 pesos) of that salary if they have completed over forty years' service. Teachers contribute 1 % of salary for retirement bonus.

The contributions teachers are required to make to the retirement pensions fund are given in Table V. In addition, the first three months of each salary increment they receive is retained for the same purpose.

Survivors' pensions. The widow and children of a public secondary school teacher with a minimum of ten years' service receive a pension amounting to 50% of the pension the deceased was entitled to, and his heirs a funeral allowance amounting to six months' salary. If the deceased has no heirs, then his family receives a funeral allowance amounting to one month's salary.

Illness. Like all government officials, public secondary school teachers with a minimum of ten years' service are entitled to retire on pension if through illness, accident or disability they are obliged to cease working, and to sick leave with pay in the event of a passing illness.

Foreign Teachers

Foreign nationals are eligible for appointment to teaching posts in public secondary schools only if they become naturalized Uruguayans, and then only after a minimum of three years after naturalization. When so appointed, they enjoy the same conditions as Uruguayans by birth.

TABLE V. — SALARY PERCENTAGE CONTRIBUTED TO RETIREMENT PENSIONS FUND

Monthly Salary	Contribution
Under 150	8%
150-300	9%
300-600	10%
Over 600	11%

Foreign nationals are eligible for appointment to teaching posts in recognized and private secondary schools.

Private Schools

Appointment to teaching posts in recognized secondary schools is made by the managing committees of these schools. The national council of secondary education reserves the right to demand the dismissal of any teacher in such schools who proves incompetent or is guilty of grave misconduct.

The salaries of teachers in controlled private secondary schools are fixed by a statutorily established salaries committee composed of representatives of the government, the school managing committees, and the teachers. The payment at the present time for one period a week is 16 pesos a month. Such teachers are also entitled to retirement pension.

VENEZUELA

From the reply sent by the Ministry of Education

SALARIES

Public secondary school teachers in Venezuela rank as government officials. Their tenure of office is guaranteed by article 87 of the education act. Their salaries are paid by the government or the federal or municipal authorities, and are the same for both sexes.

The salaries of public secondary school heads, deputy heads, and inspectors are as follows :

SCALE OF SALARIES OF PUBLIC SECONDARY SCHOOL HEADTEACHERS, DEPUTY HEADTEACHERS, AND INSPECTORS

(in bolivars per fortnight)

Headteachers		Deputy Headteachers	
Category A	1,300	Category A	820
B	920	B	700
C	700	C	604
D	604	D	456
E	512	E	456
F	400	F	304

Inspectors
1,640

Secondary teachers fall into three categories : (a) full-time teachers who are employed all day on teaching or administrative duties, for a total of forty hours a week, and whose salary amounts to 900 bolivars a fortnight ; (b) part-time teachers, who are employed for half the day, for a total of twenty hours a week, and whose salary amounts to 450 bolivars bolivars a fortnight ; (c) teachers engaged by the hour, at the rate of 12 bolivars an hour, and who may have up to thirty-two hours a week.

Full-time teachers working in secondary schools in the interior receive a salary of 800 bolivars a fortnight, and part-time teachers one of 400 bolivars.

Government teachers are on the following scale of salaries, which came into force on 14th September, 1951 :

SCALE OF SALARIES OF GOVERNMENT TEACHERS

Graduates		Non-Graduates	
Years of Service	Salary for One Hour a week	Years of Service	Salary for One Hour a week
0-7	48 bolivars p. m.	0-13	48 bolivars p. m.
7-10	52	13-16	53
10-13	58	16-19	58
13-16	61	19-22	63
16-19	70	22 and over	68
19-22	76		
22 and over	82		

The number of hours teachers are required to do is fixed at the beginning of the year. There are no suplementary hours.

Promotion is made on the basis of length of service. Candidates for headships are required to be graduates with a minimum of five years' service, and candidates for inspectorships to be graduates with a minimum of five years' service in secondary education. Maximum salary is reached in twenty-two years.

The length of former service in a normal school or an institute of education counts in the calculation of salary.

Allowances and Privileges

At the present time secondary teachers are not entitled to any salary supplements. The Jauregui de la Grita secondary school accepts as boarders the children of secondary teachers making application for a government scholarship for secondary education.

Additional Salaried Activities

Public secondary school teachers engaged by the hour are allowed to combine their ordinary work with courses in other public schools and with administrative work in private institutes. If the administrative work that public secondary school teachers are required to do leaves them with the necessary free time, they may combine their ordinary work with courses in other public secondary and in private secondary schools, subject to authorization from the competent authorities.

Regulations on Working Hours

The hours that full-time and part-time teachers, and teachers engaged by the hour, are required to work per week, has been indicated above.

Teachers enjoy sixty days of fully paid holiday a year.

Welfare Schemes

Public secondary teachers are members of the teachers' provident and social assistance fund, which was set up by the government three years ago to provide medical and dental assistance, aid in the case of death or disability, etc.

Teachers are required to contribute 6% of salary to the fund (3% being retained as savings).

Retirement: Public secondary school teachers are entitled to retire on pension after twenty-five years' service or, in the case of disability, after a minimum of five years' service. Retirement pension is calculated according to length of service, and is of the order of 70% of salary during the last five years of service.

Survivors' gratuity. The family of a public secondary school teacher who dies, receives from the provident and social assistance fund a lump sum equal to deceased's salary for the last eighteen months.

Illness. Teachers are entitled to sick leave for three months on full pay and three months on half pay, and to medical care by the Ministry of Education medical service. Women teachers are entitled to a minimum of six weeks' maternity leave before the birth of the child, and six weeks after.

Foreign Teachers

Foreign nationals are eligible for appointment to teaching posts in both private and public secondary schools, the only proviso being that Venezuelan geography, history and literature, and civics, must be taken by Venezuelan teachers.

Private Schools

Any person is free to establish a private school or private courses provided he conforms with the constitution, the regulations, and the education act. Private school teachers are entitled to paid holidays, but not to any of the welfare benefits enjoyed by their colleages in public schools.

VIETNAM

From the reply sent by the Ministry of National Education

Salaries

Teachers in public secondary schools in Vietnam rank as government officials.

Tenure of office is guaranteed in the case of (a) those with permanent appointments, by the general statute concerning government posts, and the statute concerning the particular cadre in which they are placed, and (b) those engaged on contract, by that contract, which is renewable every six months or every year.

Provisionally, their salaries are paid by the (regional) administrations of North Vietnam, Central Vietnam, and South Vietnam.

They have a salary scale, given in Table I, which is uniform throughout the country.

TABLE I. — SCALE OF SALARIES

(in French francs per annum)

(a) *Public Secondary School Teachers Holding a First Degree or a Teaching Certificate*

Grading	Code No.	Salary
9th	510	941,000
8th	480	872,000
7th	450	806,000
6th	420	746,000
5th	385	678,000
4th	350	608,000
3rd	315	539,000
2nd	280	469,000
1st	250	410,000

(b) *Indochinese Senior-Primary Teachers*

	Code No.	Salary
Principal, *hors classe*	360	628,000
Principal, 1st class	337	582,000
Principal, 2nd class	318	545,000
Principal, 3rd class	295	499,000
Teacher, 1st class	273	456,000
Teacher, 2nd class	253	416,000
Teacher, 3rd class	230	371,000
Teacher, 4th class	208	329,000
Probationer	185	287,000

That scale, moreover, is the same for both sexes. Administrative staffs in public secondary schools receive an annual salary supplement.

Supplementary hours are taken only by assistant teachers, and are paid according to the level of the classes and the qualifications of the teacher, as will be seen from Table II.

TABLE II. — HOURLY RATES FOR SUPPLEMENTARY LESSONS
(in piastres per hour)

Category	Senior Sec. Class	Junior Sec. Class
Agrégés Teachers	80	—
Teachers with a first degree	65	65
Indochinese Senior-Primary teachers	60	45
Teachers of art	60	45
Teachers of physical education, music, typewriting, homecraft, or child care	60	45

Promotion is granted on the basis of selection and length of service, every two or three years according to qualifications and level of the classes taken. Candidates for promotion are listed in order of merit by a committee nominated by the Ministry of National Education at the request of the service director concerned, and promotion is granted in that order. Maximum salary is attained as a general rule after roughly twenty-two years' service.

Teachers in public secondary schools number 369 in all at the present time (i.e., 15 teachers with a first degree or a teaching certificate, 173 Indochinese senior-primary teachers, 48 teachers engaged on contract or on a daily rate, 94 assistant teachers, and 39 non-attached teachers).

Former service in another official post counts towards determination of salary.

Allowances and Privileges

Public secondary school teachers are entitled to a residential allowance, a family allowance, and, in the case of those holding a first degree, repayment of expenses incurred in connection with a duty transfer.

Additional Salaried Activities

The authorities under which public secondary school teachers come may authorize them to combine their ordinary work with other public or private educational work, public administrative work, the giving of private lessons, and the publication of textbooks, but not with commercial activities.

Additional work on examination boards is paid.

Regulations on Working Hours

The maximum numbers of hours that the various categories of public secondary school teachers are required to work are given in Table III.

TABLE III. — WEEKLY HOURS

Category	Weekly Hours
Teachers with *agrégation* or doctorate	12
Teachers with a first degree and/or taking senior secondary classes	16
Teachers taking junior secondary classes	18
Teachers of art, physical education, singing, handicrafts, or homecraft	20

The maximum numbers of hours that a headmaster is required to teach per week are as follows : twelve hours, ten hours, eight hours, six hours, four hours, or two hours, if his school has respectively one, two, three, four, five, or six classes. He is not required to do any teaching if his school has seven or more classes.

Public secondary school teachers enjoy four months' holiday a year, of which three months form the long vacation and one month is composed of holidays during the working year. All holidays are fully paid.

Welfare Schemes

Retirement. Public secondary school teachers are compelled to belong to a civil pensions fund administered by an autonomous public service.

They are entitled to retire on pension at the age of fifty-five and after thirty years' service. The age requirement is waived in the case of teachers with thirty years' service, who request to retire and whom the competent authority testifies as being unfit for further service.

Teachers with a minimum of twenty years' service, and who are recognized as being unfit for further service, are entitled to retire on a reduced pension.

Teachers are entitled to a disability pension, irrespective of their age or length of service, if they become disabled in the course of duty or as the result of an act of public devotion.

The amount of pension is calculated as follows :

(a) *Retirement pension :* one sixtieth of average basic salary during the last three years for each year of service.

(b) *Reduced pension :* (i) one seventy-fifth of average basic salary during the last three years for each year of service (medically unfit) ; (ii) one ninetieth of average basic salary during the last three years for each year of service.

Teachers contribute 6% of basic salary to the retirement pensions fund, and the government 20%.

Survivors' pensions. The widow of a public secondary school teacher is entitled to a pension amounting to half the pension the deceased was receiving or was entitled to receive at the time of his death. She is also granted an annual allowance for each of the first three legitimate dependent children under eighteen years of age. She loses her pension rights on remarriage.

Children having lost both parents are entitled to a pension amounting to half the pension their father or mother was receiving or was entitled to receive at the time of his or her death. They receive such pension until they reach their majority at twenty-one years of age or, under certain conditions, at an earlier age.

Illness. Public secondary school teachers are not entitled to any form of allowance for illness or accident.

Women teachers are entitled to two months' maternity leave on full pay.

Foreign Teachers

Foreign nationals are eligible for appointment as non-attached teachers in public secondary schools on the same terms as Vietnamese subjects. Persons from a given area of Vietnam may be appointed to a school in any other area on the same terms as persons from the latter area.

Private Schools

Teachers in private secondary schools do not enjoy the same conditions, as regards holidays, salaries or pensions, as their colleagues in the public secondary schools.

YUGOSLAVIA

From the reply sent by the Yugoslav National Commission for Unesco

Salaries

Secondary teachers in Yugoslavia rank as government officials. They are appointed by the councils of education and culture of the republics, the towns, or the provinces, when they obtain their teacher's certificate on conclusion of a probationary period of three years.

The stability of their employment is guaranteed by the law on government officials.

Their salaries are paid by the towns and the provinces in which they work.

They are on a scale of salaries which is uniform throughout the country and is the same for women as for men.

SCALE OF SALARIES

(in dinars)

Category	Per Month	Per Annum
XIV	7,200	86,400
XIII	7,800	93,600
XII	8,600	103,200
XI	9,400	112,800
X	10,500	125,500
IX	11,500	138,000
VIII	12,500	150,000
VII	13,500	162,000
VI	15,000	180,000
$VI/_1$	—	188,000
$VI/_2$	—	196,800
$VI/_3$	—	205,000

Headmasters and headmistresses receive a supplement varying in amount between 1,000 and 1,500 dinars per month, according to the size of their school.

A teacher's position on the salary scale depends on his university qualifications. Teachers who have studied at a higher normal school and take senior secondary classes, receive the same salaries as teachers with university training.

Supplementary hours are paid for separately at the rate of 100-120 dinars per hour.

Promotion from one category of the salary scale to the next is granted automatically three years. Probationers are placed in the XIVth category for three years, and then, if they pass the teacher's certificate examination, are promoted to the XIIIth category. The highest category, the VIth, is reached after twenty-four years' service. Teachers in this category are entitled to three increments (one every three years).

Previous teaching experience counts for the determination of salary, but previous experience in an administration unconnected with teaching counts only for retirement purposes.

Allowances and Privileges

In common with all employees, secondary teachers receive a family allowance of 3,000 dinars per child.

If they live in a village, they are entitled to free living accommodation.

If transferred for service reasons, they receive a removal allowance.

They and their family (i.e., wife, children, and dependent parents) are entitled once a year to a 75% reduction on all means of transport, and to a reduction of 40% (during the season) or 60% (during the rest of the year) in all hotels.

Additional Salaried Activities

Secondary teachers are permitted to engage in additional educational activities and to occupy official posts such as those of deputy or member of the urban and provincial people's committees. They may also work in boarding schools, publish school textbooks, and edit educational journals and journals for children.

They are paid for work on examination boards.

Regulations on Working Hours

The statutory maximum of teaching hours per week is from twenty-two to twenty-four (twenty in the case of the older teachers, and married women teachers with young children).

Secondary teachers enjoy two months' holiday in summer, fifteen days in winter, and seven days in the course of the school year. All holidays are fully paid.

Welfare Schemes

Retirement. Secondary teachers are required by law to be members of a government-administered welfare scheme.

Men teachers are entitled to retire on full pension on reaching the age of fifty-five and after thirty-five years' service, and women teachers on reaching the age of fifty and after thirty years' service. Men and women teachers with a minimum of fifteen years' service are granted an old age pension at the age of sixty-five and fifty-five respectively.

A secondary teacher is entitled to a disability pension, if he (or she) is under fifty years of age and has a minimum of five years' service, or is over fifty and has a minimum of ten years' service.

Retirement pension (subject to the minimum service requirements indicated above) amounts to not less than half the full pension, and

increases to full pension, which is equal to 90% of salary, according to years of service.

Contributions to the retirement pensions fund are paid by the government.

Survivors' pensions. The surviving family of a secondary teacher is entitled to a pension if he had a minimum of five years' service or was already retired at the time of his death. The widow is entitled to a pension if she is over forty-five years of age, has a child under seven years of age, or is unable to work. She loses her pension rights on remarriage. The orphans are entitled to a pension until they reach the age of seventeen, or twenty-four if they continue their studies.

Illness. Secondary teachers who fall ill continue to receive their salary. Contributions to the sickness fund are paid by the government.

Foreign Teachers

Foreign teachers are not eligible for appointment to secondary teaching posts. Yugoslav teachers from one of the various republics of Yugoslavia may work in any other republic under the same conditions as the teachers of that republic.

EXCHANGE RATES
AVERAGE CLEARING QUOTATIONS AS ON 31 DECEMBER, 1953

Country	Amount	Swiss Francs	Dollars
Australia	1 pound	9.80	2.25
Austria	100 schillings	16.76/16.87	3.85
Belgium	100 francs	8.71/8.74	2.00
Brazil	100 cruzeiros	8.50	2.00
Cambodia	100 piastres	12.42	2.85
Canada	100 dollars	430.00	100.50
Ceylon	100 rupees	92.00	21.15
Chile	100 centavos	3.50 (free rate)	—
Colombia	100 pesos	171.45	40.00
Cuba	100 pesos	428.62	100.00
Denmark	100 crowns	62.95/63.20	14.50
Dominican Republic	100 pesos	428.62	100.00
Ecuador	100 sucres	25.30	6.25
Egypt	1 pound	12.00	2.88
Finland	100 marks	1.88/1.90	0.45
France	100 francs	1.24/1.25	0.29
German Federal Republic	100 DM	104.10/104.50	23.81
Greece	100 drachmas	0.293	—
Guatemala	100 quetzals	428.62	100.00
Haiti	100 gourdes	86.00	20.00
Honduras	100 lempiras	215.00	50.00
Iceland	100 crowns	26.80	6.14
India	100 rupees	92.00	21.15
Indonesia	100 rupiahs	37.70	8.77
Iraq	1 dinar	12.22	2.82
Ireland	1 pound	12.20/12.25	2.82
Israel	1 pound	12.10	2.81
Italy	100 liras	0.69/0.70	0.16
Japan	100 yen	1.19	0.28
Jordan	1 dinar	12.26	—
Laos	100 piastres	12.42	2.85
Lebanon	1 pound	1.20	—
Luxemburg	100 francs	8.71/8.74	2.00
Mexico	100 pesos	49.72	11.60
Monaco	100 francs	1.24/1.25	0.29
Netherlands	100 florins	115.10/115.55	26.36
New Zealand	1 pound	12.22	2.80
Norway	100 crowns	61.07/61.37	14.05
Pakistan	100 rupees	132.00	30.20
Panama	100 balboas	428.62	100.00
Persia	100 rials	13.35	3.12
Portugal	100 escudos	12.22	3.50
Salvador	100 colons	172.00	40.00
Spain	100 pesetas	10.96	2.52
Sweden	100 crowns	83.95/84.30	19.35
Switzerland	100 francs	—	23.34
Syria	100 pounds	118.50	27.25
Thailand	100 bahts	59.32/59.67	2.82
Turkey	100 pounds	156.172	—
Union of Burma	100 kyats	92.00	21.15
Union of South Africa	1 pound	12.22	2.82
United Kingdom	1 pound	15.13/15.29	2.81
United States	1 dollar	4.37¼	—
Uruguay	100 pesos	143.50	33.50
Venezuela	1 bolivar	1.295	—
Vietnam	100 piastres	12.42	2.85
Yugoslavia	100 dinars	1.4576	—

Publications of the International Bureau of Education *(cont.)*

.. VI° Conférence internationale de l'Instruction publique. Procès-verbaux et résolutions.	Fr. 4.50
9. Elaboration, utilisation et choix des manuels scolaires	Out of print
. L'enseignement des langues anciennes . . .	Fr. 5.50
. La rétribution du personnel enseignant primaire .	Fr. 9.—
. Annuaire international de l'Education et de l'Enseignement 1938	Out of print
. Le Bureau international d'Education en 1937-1938	Fr. 1.50
. VII° Conférence internationale de l'Instruction p... ique. Procès-verbaux et résolutions	Fr. 4.50
. Annuaire international de l'Education et de l'Enseignement 1939	Out of print
. La rétribution du personnel enseignant secondaire	Fr. 9.—
L'enseignement de la géographie dans les écoles secondaires	Fr. 7.—
. L'organisation de l'éducation préscolaire	Fr. 7.—
.. Le Bureau international d'Education en 1938-1939	Fr. 1.50
. VIII° Conférence internationale de l'Instruction publique. Procès-verbaux et résolutions	Fr. 4.50
. Le Bureau international d'Education en 1939-1940	Fr. 1.50
. L'organisation des bibliothèques scolaires. . . .	Fr. 7.—
. L'éducation physique dans l'enseignement primaire	Out of print
. Le Bureau international d'Education en 1940-1941	Fr. 1.50
5. L'enseignement ménager dans les écoles primaires et secondaires	Fr. 9.—
. The International Bureau of Education in 1940-1941	Out of print
. Le Bureau international d'Educa...	
. L'enseignement des travaux ... écoles primaires et secondaires ...	
. The International Bureau of Ed... 1942	
. Les précurseurs du Bureau inte... cation. P. Rossello	
. Le Bureau international d'Educa...	
The International Bureau of Ed... 1943	
Le Bureau international d'Educa... truction éducative d'après-guerre	
The International Bureau of Ed... War Educational Reconstruction	
Recueil des recommandations ... Conférences internationales ... publique	
Recommendations of the Inte... ences on Public Education. . .	
L'instruction publique en Hongrie. J. Somogyi . .	Fr. 5.—
Reconstruction éducative. Livre blanc anglais sur la réforme scolaire. Board of Education	Fr. 2.—

89. Le Bureau international d'Education en 1943-1944	Fr. 2.—
90. The International Bureau of Education in 1943-1944	Fr. 2.—
91. L'enseignement de l'hygiène dans les écoles primaires et secondaires	Out of print
92. L'égalité d'accès à l'enseignement du second degré	Fr. 5.—
93. IX° Conférence internationale de l'Instruction publique. Procès-verbaux et recommandations	Out of print
94. Annuaire international de l'Education et de l'Enseignement 1946 (bound Fr. 12.—)	Fr. 10.—
95. The Teaching of Hygiene in Primary and Secondary Schools.	Fr. 2.—
96. Equality of Opportunity for Secondary Education	Fr. 2.—
97. La gratuité du matériel scolaire	Fr. 7.—
98. L'éducation physique dans l'enseignement secondaire.	Fr. 7.—
99. X° Conférence internationale de l'Instruction publique. Procès-verbaux et recommandations	Fr. 5.—
100. Xth International Conference on Public Education. Proceedings and Recommendations . .	Fr. 5.—
101. Annuaire international de l'Education et de l'Enseignement 1947	Fr. 15.—
*102. L'enseignement de l'écriture	Fr. 5.—
*103. The Teaching of Handwriting	Fr. 5.—
*104. Les psychologues scolaires	Fr. 5.—
*105. Schools Psychologists.	Fr. 5.—
*106. XI° Conférence internationale de l'Instruction ...que. Procès-verbaux et recommandations	Fr. 5.—
... International Conference on Public Educa... Proceedings and Recommendations. . .	Fr. 5.—
...aire international de l'Education et de ...eignement 1948	Fr. 15.—
...national Yearbook of Education 1948 . . .	Fr. 15.—
...itiation aux sciences naturelles à l'école ...aire	Fr. 6.—
...duction to Natural Science in Primary ...ols.	Fr. 6.—
...seignement de la lecture.	Fr. 6.—
... Teaching of Reading	Fr. 6.—
... Conférence internationale de l'Instruction ...ique. Procès-verbaux et recommandations	Fr. 3.—
...h International Conference on Public Educa... Proceedings and Recommendations. . .	Fr. 3.—
...formation professionnelle du personnel enseignant primaire (deuxième édition)	Fr. 8.—
...imary Teacher Training.	Fr. 8.—
*118. Annuaire international de l'Education et de l'Enseignement 1949	Fr. 10.—
*119. International Yearbook of Education 1949 . . .	Fr. 10.—

(Continued overleaf)

Publications of the International Bureau of Education *(cont.)*

*120. L'initiation mathématique à l'école primaire	Fr. 6.—
*121. Introduction to Mathematics in Primary Schools	Fr. 6.—
*122. L'enseignement des travaux manuels dans les écoles secondaires	Fr. 4.—
*123. The Teaching of Handicrafts in Secondary Schools	Fr. 4.—
*124. Conférences internationales de l'Instruction publique. Recueil de Recommandations, 1934-1950	Fr. 3.—
*125. International Conferences on Public Education. Collected Recommendations, 1934-1950	Fr. 3.—
*126. XIIIe Conférence internationale de l'Instruction publique. Procès-verbaux et recommandations	Fr. 3.—
*127. XIIIth International Conference on Public Education. Proceedings and Recommendations	Fr. 3.—
*128. Cantines et vestiaires scolaires	Fr. 3.—
*129. School Meals and Clothing	Fr. 3.—
*130. Annuaire international de l'Education et de l'Enseignement 1950	Fr. 8.—
*131. International Yearbook of Education 1950	Fr. 8.—
*132. La scolarité obligatoire et sa prolongation	Fr. 5.—
*133. Compulsory Education and its Prolongation	Fr. 5.—
*134. XIVe Conférence internationale de l'Instruction publique. Procès-verbaux et recommandations	Fr. 4.—
*135. XIVth International Conference on Public Education. Proceedings and Recommendations	Fr. 4.—
*136. Annuaire international de l'Education et de l'Enseignement 1951	Fr. 8.—
*137. International Yearbook of Education 1951	Fr. 8.—
*138. L'enseignement des sciences naturelles dans les écoles secondaires	Fr. 5.—
*139. Teaching of Natural Science in Secondary Schools	Fr.
*140. L'accès des femmes à l'éducation	Fr.
*141. Access of Women to Education	Fr.
*142. XVe Conférence internationale de l'Instruction publique. Procès-verbaux et recommandations	Fr.
*143. XVth International Conference on Public Education. Proceedings and Recommendations	Fr.
*144. Annuaire international de l'Education et de l'Enseignement 1952	Fr.
*145. International Yearbook of Education 1952	Fr.
*146. La rétribution du personnel enseignant primaire (deuxième édition)	Fr.
*147. Primary Teachers' Salaries	Fr.
*148. La formation du personnel enseignant primaire (deuxième partie)	Fr.
*149. Primary Teacher Training (second part)	Fr.
*150. XVIe Conférence internationale de l'Instruction publique. Procès-verbaux et recommandations	Fr.
*151. XVIth International Conference on Public Education. Proceedings and Recommendations	Fr.
*152. Annuaire international de l'Education 1953	Fr.
*153. International Yearbook of Education 1953	Fr.
*154. La formation professionnelle du personnel enseignant secondaire (deuxième édition)	Fr.
*155. Secondary Teacher Training	Fr.
*156. La rétribution du personnel enseignant secondaire (deuxième édition)	Fr.
*157. Secondary Teachers' Salaries	Fr.

(Prices in Swiss Francs)

* Published jointly by Unesco and the International Bureau of Education.

SUBSCRIPTIONS

Bulletin of the International Bureau of Education. — Quarterly in English and French — Annual subscription: 10 Swiss fr — **International Education Card Index Service**; 5 Swiss francs — **Bulletin and Bibliographical Service**: 12 Swiss francs.

Publications of the International Bureau of Education. All publications of the Bureau appearing in the course of the year are sent free to subscribers to the Publications Service (including the Bulletin and Bibliographical Service). Annual subscription: 30 Swiss fr

All subscriptions begin from January 1st.

These publications can be ordered through bookstores or from the

INTERNATIONAL BUREAU OF EDUCATION
GENEVA

Postal cheque account I. 804

Price: Sw. frs. 7; Fr. frs. 550; 11/6; $2